Employer Costs for Employee Compensation Historical Listing (Quarterly), 2002

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EMPLOYER COSTS FOR EMPLOYEE COMPENSATION, 2002

The following tables provide data on Employer Costs for Employee Compensation (ECEC), a Bureau of Labor Statistics (BLS) compensation measure. The ECEC measures the average hourly cost that employers pay for wages and salaries plus the cost per hour worked for benefits. Computed from data collected for the Employment Cost Index (ECI), a principal Federal economic indicator published by BLS, the ECEC provides a snapshot of the structure of compensation at a specific point in time. The ECI, in contrast, is a fixed employment-weighted index that tracks changes in labor costs, free from the influence of employment shifts among occupations and industries. Both the ECEC and the ECI are part of the BLS National Compensation Survey, which also provides information on occupational wage rates by locality and the incidence and provisions of employee benefits.

The ECEC is calculated by applying current, rather than fixed, employment weights to salary and benefit cost data from the establishments in the ECI survey. Estimates were published annually from 1986 through 2001 using payroll data that include March 12th as the reference period. Beginning in March 2002, data are available quarterly using payroll information including the 12th day of the survey months of March, June, September, and December.

The ECEC, like the ECI, defines wages and salaries as the hourly straight-time wage rate. For workers paid on an hourly basis, the wage rate is the cost per hour paid. For workers not paid on an hourly basis, straight-time earnings are divided by the scheduled hours corresponding to the earnings. Straight-time wage and salary rates are total earnings before payroll deductions and include production bonuses, incentive pay, commissions, and cost-of-living allowances. Not included in straight-time earnings are nonproduction bonuses such as lump-sum payments provided in place of wage increases, shift differentials, and premium pay for overtime and weekend work; these payments are included in the benefits component.

Benefits include: Paid leave--vacations, holidays, sick leave, and other leave; supplemental pay--premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, and nonproduction bonuses (such as referral bonuses and lump-sum payments provided in place of wage increases); insurance benefits--life, health, short-term disability, and long-term disability; retirement and savings benefits--defined benefit and defined contribution plans; legally required benefits--social security, medicare, Federal and State unemployment insurance, and workers' compensation; and other benefits--severance pay and supplemental unemployment plans.

In comparing changes in the ECEC over time, users should be aware of several limitations of the data. The ECI sample, the source of these data, is systematically replaced by an area-based cross-industry sample replacement process. Changes over time in the ECEC are, therefore, affected both by changes in the employer costs for samples that continue from previous periods, and by changes in the samples of establishments.

Sampling changes may have an impact on cost changes estimated over a short time interval. Consequently, BLS advises caution in interpreting short-term comparisons of costs per hour worked.

The levels of employer costs for employee compensation shown in the following tables were calculated using different employment patterns for each successive time period. For example, the cost levels calculated in 2001 reflect employment patterns for that year, whereas the 2002 data reflect 2002 employment patterns. Therefore, changes in cost levels over time reflect both changing rates of compensation and changes in relative employment among occupations and industries with different rates of compensation. A measure of the change in rates of compensation that is not influenced by employment shifts among occupations and industries is provided by the Employment Cost Index.

Information on the ECEC is available from several sources. Information on how costs are calculated appears in "Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation," Compensation and Working Conditions, Summer 1997. A detailed explanation on how to analyze differences in year-to-year changes is available from "Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation," Compensation and Working Conditions, Spring 1998. This article supplements an article from the Summer 1997 issue of Compensation and Working Conditions, "Explaining the Differential Growth Rates of the ECI and ECEC," which examined how differences in the construction of these measures contribute to differing trends.

Articles and other information on the ECEC may be obtained by calling (202) 691-6199, sending an e-mail message to ocltinfo@bls.gov, or visiting the Internet site http://www.bls.gov/ncs/ect/home.htm. Information will be made to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.

Annual estimates for the Employer Costs for Employee Compensation series are available for the years 1986-2001. Information is available on the Internet site http://www.bls.gov/ncs/ect/home.htm, or by request.

Table 1. Civilian workers, by broad occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

All workers

All workers			Cost r	oer hour v	worked b	y year		
Compensation		20	02				103	
component	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$23.15	\$23.20	\$23.44	_	_	_	_	_
Wages and salaries		16.78	16.93	_	_	_	_	_
Total benefits		6.41	6.51	_	_	_	_	_
Paid leave		1.59	1.60	_	_	_	_	_
Vacation	.74	.74	.75	-	_	-	_	-
Holiday		.54	.54	-	_	-	_	-
Sick	_	.23	.23	-	_	-	_	-
Other		.08	.08	-	_	-	_	-
Supplemental pay		.55	.56	-	_	-	_	-
Premium ¹		.23	.23	_	_	_	_	-
Shift differential		.06	.06	_	_	_	_	_
Nonproduction bonuses Insurance		1.63	.27 1.67	_	_	-	_	-
Life		.04	.04	_	_	_	_	l
Health	1	1.52	1.55	_		_	_	_
Short-term disability ²		.04	.04	_	_	_	_	_
Long-term disability		.03	.03	_	_	_	_	_
Retirement and savings		.78	.80	_	_	_	_	_
Defined benefit		.41	.42	-	_	-	_	_
Defined contribution	.38	.38	.38	-	_	-	_	-
Legally required benefits		1.82	1.85	-	_	-	_	-
Social Security ³		1.34	1.36	-	_	-	_	-
OASDI		1.07	1.08	-	_	-	_	-
Medicare		.27	.27	-	_	-	_	-
Federal unemployment insurance		.03	.03	-	_	-	_	_
State unemployment insurance		.09	.09	-	_	-	_	_
Workers' compensation Other benefits ⁴		.36	.38	_	_	_	_	-
Other benefits	.03	.03	.03	_		_	_	
			ercent of	f total cor	mpensati			
		20	02	I		20	03	I
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		72.3	72.2	_	_	_	_	_
Total benefits		27.6	27.8	_	_	_	_	_
Paid leave	6.9	6.9	6.8	-	_	_	_	_
Vacation	3.2	3.2	3.2	-	_	-	_	-
Holiday		2.3	2.3	-	_	-	_	-
Sick	-	1.0	1.0	-	-	-	-	-
Other		.3	.3	-	_	-	-	-
Supplemental pay		2.4	2.4	_	_	-	_	-
Premium ¹ Shift differential		1.0	1.0	_	_	-	_	_
	.3 1.2	.3 1.2	.3	_	_	_	_	-
Nonproduction bonusesInsurance		7.0	1.2 7.1	_	-	_		1 -
Life		.2	.2	<u>-</u>	_	_	_	_
Health	6.5	6.6	6.6	_	_	_	_	_
Short-term disability ²	.2	.2	.2	-	_	_	-	-
Long-term disability		.1	.1	-	_	_	_	-
		3.4	3.4	-	-	-	-	-
Retirement and savings	3.5				I	I	1	I _
		1.8	1.8	-	_	-	_	_
Retirement and savings Defined benefit Defined contribution	1.8 1.6		1.8 1.6	_	_	_	_	_
Retirement and savings Defined benefit Defined contribution Leally required benefits	1.8 1.6 7.8	1.8	1	- - -	- - -	l	_ _ _	_ _
Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ³	1.8 1.6 7.8 5.8	1.8 1.6 7.8 5.8	1.6 7.9 5.8	- -	- - -	- - -	- - -	- - -
Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ³ OASDI	1.8 1.6 7.8 5.8 4.6	1.8 1.6 7.8 5.8 4.6	1.6 7.9 5.8 4.6	_	- - - -	_ _	_	- - -
Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ³ OASDI Medicare	1.8 1.6 7.8 5.8 4.6 1.2	1.8 1.6 7.8 5.8 4.6 1.2	1.6 7.9 5.8 4.6 1.2	- - - -	- -	- - - -	- -	- - - -
Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ³ OASDI Medicare Federal unemployment insurance	1.8 1.6 7.8 5.8 4.6 1.2	1.8 1.6 7.8 5.8 4.6 1.2	1.6 7.9 5.8 4.6 1.2	- - - -	- - - -	- - - - -	- - - -	- - - - -
Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ³ OASDI Medicare Federal unemployment insurance State unemployment insurance	1.8 1.6 7.8 5.8 4.6 1.2 .1	1.8 1.6 7.8 5.8 4.6 1.2 .1	1.6 7.9 5.8 4.6 1.2 .1	- - - -	- -	- - - -	- -	- - - - -
Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ³ OASDI Medicare Federal unemployment insurance	1.8 1.6 7.8 5.8 4.6 1.2 .1 .4	1.8 1.6 7.8 5.8 4.6 1.2	1.6 7.9 5.8 4.6 1.2	- - - -	- - - -	- - - - -	- - - -	- - - - - -

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

² Short-term disability includes all insured,

OASDI is the acronym for Old-Age, portion. Survivors, and Disability Insurance.

4 Includes severance pay and supplemental

self-insured, and state-mandated plans that provide

benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

unemployment benefits.

Data not available.

Table 1. Civilian workers, by broad occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 --Continued

White-collar occupations

			Cost	per hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$28.02	\$28.07	\$28.33	_	_	_	_	_
Wages and salaries		20.62	20.78	_	_	_	_	_
Total benefits		7.46	7.55	_	_	_	_	_
Paid leave	2.07	2.09	2.09	-	_	-	_	-
Vacation		.96	.96	-	_	-	_	-
Holiday	.69	.70	.70	-	_	-	_	-
Sick	.33	.33	.33	-	_	-	_	_
Other	.11	.11	.11	_	_	_	_	_
Supplemental pay Premium ¹	.59 .11	.57 .12	.57 .12	_	_	_	_	_
Shift differential	.05	.05	.06	-	_	_	_	_
Nonproduction bonuses	.42	.40	.40	_	_	l _	_	_
Insurance	1.84	1.86	1.89	_	_	_	_	_
Life	.06	.05	.06	_	_	_	_	_
Health	1.70	1.72	1.75	-	_	-	_	_
Short-term disability ²	.04	.04	.04	-	_	-	_	_
Long-term disability	.04	.05	.05	-	_	-	_	-
Retirement and savings	.97	.95	.97	-	_	-	_	-
Defined benefit	.46	.43	.45	-	_	-	_	-
Defined contribution	.52	.52	.53	-	_	-	_	_
Legally required benefits		1.95	1.98	_	_	_	_	_
Social Security ³ OASDI	1.60 1.27	1.60 1.27	1.62 1.29	_	_	_	_	_
Medicare	.33	.33	.33	_	_	_	_	_
Federal unemployment insurance	.03	.03	.03	_	_	_	_	_
State unemployment insurance	.08	.08	.08	_	_	_	_	_
Workers' compensation		.24	.25	_	_	_	_	_
Other benefits ⁴	.04	.04	.04	_	-	-	-	-
		F	ercent of	total cor	npensati	on by ye	ar	I
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
	400.0	4000						
Total compensation		100.0	100.0	-	_	-	-	-
Wages and salaries Total benefits	73.4 26.6	73.5 26.6	73.3 26.7	_	_	_	_	_
Paid leave	7.4	7.4	7.4	_	_	_	_	_
Vacation	3.4	3.4	3.4	_	_	l _	_	_
Holiday	2.5	2.5	2.5	_	_	_	_	_
Sick	1.2	1.2	1.2	_	-	-	-	-
Other	.4	.4	.4	-	_	-	_	-
Supplemental pay	2.1	2.0	2.0	-	_	-	_	-
Premium ¹		.4	.4	-	_	-	_	_
Shift differential	.2	.2	.2	-	_	-	_	_
Nonproduction bonuses Insurance	1.5 6.6	1.4 6.6	1.4 6.7	l -	-			
Life	.2	.2	.2	l -	1 -	<u>-</u>	<u>-</u>	<u>-</u>
Health	6.1	6.1	6.2	_	_	-	_	<u>-</u>
Short-term disability ²		.1	.1	_	_	_	_	_
Long-term disability		.2	.2	-	_	-	_	-
Retirement and savings	3.5	3.4	3.4	_	_	_	-	-
Defined benefit	1.6	1.5	1.6	_	-	-	-	-
Defined contribution		1.9	1.9	_	-	-	-	-
Legally required benefits	6.9	6.9	7.0	_	-	-	-	-
Social Security ³		5.7	5.7	_	-	-	_	-
OASDI		4.5	4.6	_	_	-	-	-
Medicare	1.2	1.2	1.2	-	_	-	-	-
Federal unemployment insurance	.1	1 .1	.1	_	_	-	-	-
State unemployment insurance Workers' compensation	.3 .8	.3 .9	.3 .9	_	_		_	
Other benefits ⁴	.0	.9	.9	_	_		_	

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overtime, weekends, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 1. Civilian workers, by broad occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 --Continued

Blue-collar occupations

Dide-conal occupations			Cost p	per hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$20.41	\$20.66	\$20.86	_	_	_	_	_
Wages and salaries		14.30	14.40	_	_	_	_	-
Total benefits		6.36	6.47	_	_	_	_	_
Paid leave	1.20	1.20	1.22	-	_	_	_	_
Vacation		.60	.61	-	_	_	_	-
Holiday		.43	.43	-	_	_	_	-
Sick	.12	.12	.12	-	_	_	_	-
Other	.05	.05	.05	_	_	_	_	_
Supplemental pay Premium ¹	.72 .50	.72 .50	.73 .51	_	_	_	_	_
Shift differential		.07	.07	_	_	_	_	_
Nonproduction bonuses		.16	.16	_	_	_	_	_
Insurance	1.66	1.69	1.73	_	_	_	_	_
Life	.04	.04	.04	_	_	_	_	_
Health	1.55	1.58	1.62	_	_	_	_	-
Short-term disability ²	.05	.05	.05	-	_	_	_	-
Long-term disability	.02	.02	.02	-	_	_	_	-
Retirement and savings	.72	.73	.74	-	_	_	_	-
Defined benefit	.43	.43	.45	-	_	_	_	-
Defined contribution		.30	.29	-	_	_	_	-
Legally required benefits		1.98	2.02	-	_	_	_	-
Social Security ³	1.20	1.21	1.22	-	_	_	_	-
OASDI	.97	.98	.99	-	_	_	_	_
Medicare	_	.23	.23	_	_	_	_	_
Federal unemployment insurance	.03	.03	.03	_	_	_	_	_
State unemployment insurance Workers' compensation		.64	.66	_	_	_	_	-
Other benefits ⁴	.02	.03	.03	_	_	_	_	_
		P	ercent of	f total cor	mpensati	on by yea	ar	
			ercent of	f total cor	npensati		003	
	Mar.			f total cor	mpensation			Dec.
Total compensation		Jun.	02 Sep.			20	03	Dec.
Total compensation	100.0	20 Jun. 100.0	02 Sep.			20	03	Dec.
Total compensation	100.0	Jun.	02 Sep.			20	03	Dec.
Wages and salaries	100.0 69.3	Jun. 100.0 69.2	02 Sep. 100.0 69.0			20	03	Dec.
Wages and salaries Total benefits	100.0 69.3 30.7	Jun. 100.0 69.2 30.8	Sep. 100.0 69.0 31.0	Dec		20 Jun. – –	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday	100.0 69.3 30.7 5.9 2.9 2.1	Jun. 100.0 69.2 30.8 5.8 2.9 2.1	Sep. 100.0 69.0 31.0 5.8 2.9 2.1	Dec.		20 Jun. - - - -	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 69.3 30.7 5.9 2.9 2.1 .6	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6	Dec		20 Jun. – –	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 69.3 30.7 5.9 2.9 2.1 .6	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 .2	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2	Dec.		20 Jun. – – – – – – – – – – – – – – – – – – –	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 69.3 30.7 5.9 2.9 2.1 .6 .2 3.5	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 .2 3.5	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 69.3 30.7 5.9 2.9 2.1 .6 .2 3.5 2.4	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 .2 3.5 2.4	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4	Dec.		20 Jun. – – – – – – – – – – – – – – – – – – –	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential	100.0 69.3 30.7 5.9 2.9 2.1 .6 .2 3.5 2.4	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 2.2 3.5 2.4 .3	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses	100.0 69.3 30.7 5.9 2.1 .6 .2 3.5 2.4 .3	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 69.3 30.7 5.9 2.9 2.1 .6 .2 3.5 2.4	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 2.2 3.5 2.4 .3	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 69.3 30.7 5.9 2.9 2.1 .6 .2 3.5 2.4 .3 .7 8.1	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 6 .2 3.5 2.4 .3 8 8.2	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.3	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 69.3 30.7 5.9 2.1 .6 .2 3.5 2.4 .3 .7 8.1 .2 7.6	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 6.6 .2 3.5 2.4 .3 .8 8.2	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 6.6 .2 3.5 2.4 .3 .8 8.3 .2	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave	100.0 69.3 30.7 5.9 2.9 2.1 .6 .2 3.5 2.4 .3 .7 8.1 .2 7.6 6	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.2 2 7.6	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.3 .2 7.8	Dec.	Mar.	200 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	100.0 69.3 30.7 5.9 2.9 2.1 .6 .2 3.5 2.4 .3 .7 8.1 .2 7.6 .2 .2 7.6	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 6.2 3.5 2.4 .3 8.2 .2 7.6 .2 1 3.5	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.3 .2 7.8 2.1 3.5	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit	100.0 69.3 30.7 5.9 2.9 2.1 6 .2 3.5 2.4 .3 .7 8.1 .2 7.6 .2 .2 1.3 5.2 1.2 2.3 1.2 2.3 1.2 2.3 1.2 2.3 1.2 2.3 1.2 2.3 1.2 2.3 1.2 2.3 1.2 2.3 1.2 2.3 1.2 2.3 1.2 2.3 1.2 2.3 1.2 2.3 1.2 2.3 2.3 2.3 2.3 2.3 2.3 2.3 2.3 2.3 2	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.2 .2 .7.6 .2 .1 3.5 2.1	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.3 .2 7.8 .2 .1 3.5 2.2	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 69.3 30.7 5.9 2.1 .6 .2 3.5 2.4 .3 .7 8.1 .2 7.6 .2 .1 1.3.5 2.1	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.2 .2 .7.6 .2 .1 3.5 2.1 1.5	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.3 .2 7.8 .2 .1 3.5 2.2 1.4	Dec.	Mar.	200 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 69.3 30.7 5.9 2.9 2.1 .6 .2 3.5 2.4 .3 .7 8.1 .2 7.6 .2 1.3 5.5 2.1 1.4 9.6	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.2 .2 7.6 .2 .1 3.5 2.1 1.5 9.6	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.3 .2 7.8 8.2 .1 3.5 2.2 1.4 9.7	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 69.3 30.7 5.9 2.9 2.1 .6 .2 3.5 2.4 .3 .7 8.1 .2 7.6 .2 .1 3.5 2.1 1.9 6 .2 9 8.1 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.2 .2 7.6 .2 .1 3.5 2.1 1.5 9.6 5.9	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.3 .2 7.8 8.3 .2 1.3 5.5 2.2 1.4 9.7 5.8	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI	100.0 69.3 30.7 5.9 2.9 2.1 .6 .2 3.5 2.4 .3 .7 8.1 .2 7.6 .2 .1 3.5 2.1 1.4 9.6 9.9 9.9 9.9 9.9 9.9 9.9 9.9 9.9 9.9	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 6.2 3.5 2.4 .3 8.2 .2 7.6 .2 1 3.5 2.1 1.5 9.6 5.9 4.7	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.3 .2 7.8 2.2 1.4 9.7 5.8 4.7	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 69.3 30.7 5.9 2.1 .6 .2 3.5 2.4 .3 .7 8.1 .2 7.6 .2 .1 1.4 9.6 5.9 4.8	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.2 2 7.6 .2 .1 1.5 9.6 5.9 4.7 1.1	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.3 .2 7.8 .2 .1 3.5 2.2 1.4 9.7 5.8 4.7	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 69.3 30.7 5.9 2.1 .6 .2 3.5 2.4 .3 .7 8.1 .2 .6 .2 .3 .5 .2 .1 .3 .5 .2 .1 .1 .2 .2 .4 .5 .2 .2 .4 .5 .6 .2 .7 .8 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.2 .2 7.6 .2 .1 1.5 9.6 5.9 4.7 1.1	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.3 .2 7.8 .2 .1 3.5 2.2 1.4 9.7 5.8 4.7 1.1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 69.3 30.7 5.9 2.1 .6 .2 3.5 2.4 .3 .7 8.1 .2 .6 .2 .3 .5 .2 .1 .3 .5 .2 .1 .1 .2 .2 .4 .5 .2 .2 .4 .5 .6 .2 .7 .8 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1	Jun. 100.0 69.2 30.8 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.2 2 7.6 .2 .1 1.5 9.6 5.9 4.7 1.1	Sep. 100.0 69.0 31.0 5.8 2.9 2.1 .6 .2 3.5 2.4 .3 .8 8.3 .2 7.8 .2 .1 3.5 2.2 1.4 9.7 5.8 4.7	Dec.	Mar.	200 Jun.	Sep.	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overtime, weekends, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acrony...

Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 1. Civilian workers, by broad occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 --Continued

Service occupations

			Coot r	or bour	worked b	v voor		
Compensation			Cost p	Del Hour	worked b	y yeai		
compensation		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		\$13.16	\$13.34	-	_	_	_	-
Wages and salaries Total benefits		9.64 3.52	9.73 3.61	-	_	_	_	_
Paid leave	.76	.76	.77	_	_	_	_	_
Vacation	.34	.34	.35	_	_	_	_	_
Holiday	.25	.24	.25	-	_	_	_	_
Sick		.13	.13	-	_	_	_	_
Other	.04	.04	.04	-	_	_	_	_
Supplemental pay Premium ¹		.25 .13	.26 .13	_	_	_	_	_
Shift differential	.05	.05	.05	_	_	_	_	_
Nonproduction bonuses		.07	.08	_	_	_	_	_
Insurance		.90	.93	-	_	_	_	_
Life	.02	.02	.02	-	_	_	_	_
Health		.85	.88	-	_	_	_	_
Short-term disability ²		(3)	(3)	_	_	_	_	_
Long-term disability Retirement and savings		.40	.42	_	_	_	_	_
Defined benefit		.30	.31	_	_	_	_	_
Defined contribution	.10	.10	.10	-	_	_	_	_
Legally required benefits		1.20	1.22	-	_	_	_	-
Social Security ⁴		.80	.81	-	_	-	_	-
OASDI	.64	.64	.64	_	_	_	_	_
Medicare Federal unemployment insurance	.16	.16	.16	_	_	_	_	_
State unemployment insurance		.08	.08	_	_	_	_	_
Workers' compensation		.30	.31	_	_	_	_	_
Other benefits ⁵	(3)	(3)	(3)	-	-	_	-	-
		F	ercent of	f total cor	npensati	on by yea	ar	
			ercent of	total cor	mpensati		ar 103	
	Mar.			f total cor	npensation			Dec.
		Jun.	02 Sep.			20	03	Dec.
Total compensation	100.0	Jun. 100.0	02 Sep.	Dec.	Mar.	20 Jun.	03	Dec.
Wages and salaries	100.0 73.3	Jun. 100.0 73.3	02 Sep. 100.0 72.9			20	03	Dec.
Wages and salaries Total benefits	100.0 73.3 26.7	Jun. 100.0 73.3 26.7	02 Sep. 100.0 72.9 27.1	Dec.	Mar.	20 Jun.	03	Dec.
Wages and salaries	100.0 73.3 26.7 5.8	Jun. 100.0 73.3	02 Sep. 100.0 72.9	Dec.	Mar.	20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave	100.0 73.3 26.7 5.8 2.6	Jun. 100.0 73.3 26.7 5.8	02 Sep. 100.0 72.9 27.1 5.8	Dec	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 73.3 26.7 5.8 2.6 1.9	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0	Dec.	Mar.	20 Jun. - - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 73.3 26.7 5.8 2.6 1.9 1.0	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 3 1.9	Dec.	Mar.	20 Jun. - - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 .4 .5 6.8	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shiff differential Nonproduction bonuses Life	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .5 6.7	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 .4 .5 6.8 .2	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .6 7.0 .1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .5 6.7 .2	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 .4 .5 6.8 .2 6.5	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .6 7.0 .1 6.6	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .5 6.7 .2	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 .4 .5 6.8 .2 6.5	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .6 7.0 .1 6.6 .1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .5 6.7 .2 6.4 (6)	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 4 .5 6.8 .2 6.5 .2 (6)	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .6 7.0 .1 6.6	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability² Retirement and savings Defined benefit	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .5 6.7 .2 (6) 3.1 2.3	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 .4 .5 6.8 .2 6.5	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .6 7.0 .1 6.6 .1 (6)	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .5 6.7 .2 (6) 3.1 2.8	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 .4 .5 6.8 .2 (6) 3.0 2.3 .8	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .6 7.0 .1 6.6 .1 (6) 3.1 2.3	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .5 6.7 .2 6.7 .2 6.4 .2 (6) 3.1 2.3 8.9	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 .4 .5 6.8 .2 6.5 .2 (6) 3.0 2.3 8 9.1	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .6 7.0 .1 6.6 .1 (6) 3.1 2.3 .7 9.1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security⁴	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .5 6.7 .2 6.7 .2 (6) 3.1 2.3 .8 9.1 6.0	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 .4 .5 6.8 .2 (6) 3.0 2.3 .8 9.1 6.1	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .6 7.0 .1 6.6 .1 (6) 3.1 2.3 .7 9.1 6.1	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined contribution Legally required benefits Social Security⁴ OASDI	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .5 6.7 .2 6.4 .2 (6) 3.1 2.3 .8 9.1 6.0 4.9	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 .4 .5 6.8 .2 6.5 .2 (6) 3.0 2.3 .8 9.1 6.1 4.9	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .6 .7.0 .1 6.6 .1 (6) 3.1 2.3 .7 9.1 6.1 4.8	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security⁴	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .5 6.7 .2 6.4 .2 (6) 3.1 2.3 .8 9.1 6.0 4.9	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 .4 .5 6.8 .2 (6) 3.0 2.3 .8 9.1 6.1 4.9 1.2	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .6 7.0 .1 6.6 .1 (6) 3.1 2.3 .7 9.1 6.1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security⁴ OASDI Medicare	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .5 6.7 .2 (6) 3.1 2.3 .8 9.1 6.0 4.9 1.0 2.2	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 .4 .5 6.8 .2 6.5 .2 (6) 3.0 2.3 .8 9.1 6.1 4.9	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .6 7.0 .1 6.6 .1 (6) 3.1 (7 9.1 4.8 1.2	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security⁴ OASDI Medicare Federal unemployment insurance	100.0 73.3 26.7 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .5 6.7 .2 (6) 3.1 2.3 .8 9.1 6.0 4.9 1.2 .6	Jun. 100.0 73.3 26.7 5.8 2.6 1.8 1.0 .3 1.9 1.0 .4 .5 6.8 .2 (6) 3.0 2.3 .8 9.1 6.1 4.9 1.2	Sep. 100.0 72.9 27.1 5.8 2.6 1.9 1.0 .3 1.9 1.0 .4 .6 7.0 .1 (6) 3.1 (6) 3.1 2.3 .7 9.1 6.1 4.8 1.2	Dec.	Mar.	20 Jun.	Sep	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overtime, weekends, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ Cost per hour worked is \$0.01 or less.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

— Data not available.

Table 2. State and local government workers, by broad occupational group and for service industries: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

All workers

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	003	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$31.29	\$31.20	\$31.89	_	_	_	_	_
Wages and salaries	22.14	22.00	22.40	_	_	_	_	_
Total benefits	9.15	9.20	9.49	_	_	_	_	-
Paid leave	2.43	2.45	2.49	_	-	_	_	-
Vacation	.84	.85	.87	_	-	_	-	-
Holiday	.80	.80	.81	_	_	_	-	-
Sick	.61	.61	.61	_	_	_	_	_
OtherSupplemental pay	.19 .26	.19 .27	.19 .28	_	_	_	_	_
Premium ¹	.13	.13	.13			_	_	_
Shift differential	.06	.06	.06	_	_	_	_	_
Nonproduction bonuses	.08	.08	.09	_	_	_	_	_
Insurance	2.82	2.85	2.96	_	_	_	_	_
Life	.06	.06	.05	_	-	_	_	_
Health	2.69	2.72	2.83	-	-	-	-	-
Short-term disability ²	.03	.04	.04	_	-	-	-	-
Long-term disability	.03	.03	.04	_	-	_	-	-
Retirement and savings	1.74	1.72	1.81	_	_	_	-	-
Defined benefit	1.51	1.50	1.57	_	_	_	_	_
Defined contribution	.23	.22	.23	_	_	_	_	_
Legally required benefits Social Security ³	1.84 1.46	1.84 1.45	1.89 1.48	_	_	_	_	_
OASDI	1.13	1.12	1.15			_	_	_
Medicare	.33	.33	.34	_	_	_	_	_
Federal unemployment insurance	(4)	(4)	(4)	_	_	_	_	_
State unemployment insurance	.04	` .04	`.04	_	_	_	_	_
Workers' compensation	.34	.35	.36	_	-	_	_	_
Other benefits ⁵	.06	.06	.06	-	_	-	_	_
		F	ercent of	total cor	npensatio	on by yea	ar	
		P 20		total cor	mpensatio		ar 003	
	Mar.			total cor	mpensatio			Dec.
Tatalassassassiss		Jun.	02 Sep.			20	003	Dec.
Total compensation	100.0	Jun. 100.0	02 Sep.	Dec.		20	003	Dec.
Wages and salaries	100.0 70.8	Jun. 100.0 70.5	02 Sep. 100.0 70.2			20	003	Dec
Wages and salaries Total benefits	100.0 70.8 29.2	Jun. 100.0 70.5 29.5	02 Sep. 100.0 70.2 29.8	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave	100.0 70.8 29.2 7.8	Jun. 100.0 70.5 29.5 7.9	02 Sep. 100.0 70.2 29.8 7.8	Dec.		20	003	Dec.
Wages and salaries Total benefits	100.0 70.8 29.2	Jun. 100.0 70.5 29.5	02 Sep. 100.0 70.2 29.8	Dec		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation	100.0 70.8 29.2 7.8 2.7	Jun. 100.0 70.5 29.5 7.9 2.7	Sep. 100.0 70.2 29.8 7.8 2.7	Dec		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 70.8 29.2 7.8 2.7 2.6 1.9	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6	Dec		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0 .6	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0 .6 .9	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 6.9	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8 .4	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0 .6 .9 .4	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8 .4 .2	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0 .6 .9 .4 .2	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 .3	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8 .4 .2 .3	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0 .6 .9 .4 .2 .3 9.1	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 .3 9.3	Dec.		20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8 .4 .2	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0 .6 .9 .4 .2	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 .3	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8 .4 .2 .3 9.0 .2 8.6	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0 6 9 .4 .2 .3 9.1	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 6 .9 .4 .2 .3 9.3	Dec.		20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8 .4 .2 .3 9.0 .2 8.6	Jun. 100.0 70.5 29.5 7.9 2.6 2.0 .6 .9 .4 .2 .3 .9.1 .2 8.7	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 .3 9.3 .2 8.9	Dec.	Mar.	20	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	100.0 70.8 29.2 7.8 2.7 2.6 .6 .8 .4 .2 .3 9.0 .2 8.6 .1 1.5.6	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0 .6 .9 .4 .2 3 9.1 .2 8.7 .1 .1 5.5	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 .3 9.3 .2 8.9 .1 .1 5.7	Dec.	Mar.	20	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8 .4 .2 .3 9.0 .2 8.6 .1 .1 5.6 4.8	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0 6 .9 .4 .2 3 9.1 .2 8.7 .1 5.5 4.8	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 .3 .9.3 .2 8.9 .1 .1 5.7 4.9	Dec.	Mar.	20	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8 .4 .2 .3 9.0 .2 8.6 .1 .1 5.6 4.8	Jun. 100.0 70.5 29.5 7.9 2.6 2.0 6.6 9 4.2 3.3 9.1 .2 8.7 .1 .1 5.5 4.8	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 .3 9.3 .2 8.9 .1 .1 5.7 4.9	Dec.	Mar.	20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8 .4 .2 .3 9.0 .2 8.6 .1 .1 5.6 4.8	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0 .6 .9 .4 .2 .3 9.1 .2 8.7 .1 5.5 4.8 .7 5.9	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 .3 9.3 .2 8.9 .1 .1 5.7 4.9 .7 5.9	Dec.	Mar.	20	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Securitv³	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8 .4 .2 .3 9.0 .2 8.6 .1 .1 5.6 4.8 .7	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0 .6 .9 .4 .2 .3 9.1 .2 8.7 .1 .1 5.5 4.8 .7 .5,9 4.6	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 .3 9.3 .2 8.9 .1 .1 5.7 4.9 .7 5.9 4.6	Dec.	Mar.	20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI	100.0 70.8 29.2 7.8 2.7 2.6 .8 .4 .2 .3 9.0 .2 8.6 .1 .1 .5.6 4.8 .7 5.9 4.7	Jun. 100.0 70.5 29.5 7.9 2.7 2.6 2.0 .6 .9 .4 .2 3 9.1 .2 8.7 .1 5.5 4.8 .7 5.9 4.6 3.6	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 2.3 9.3 .2 8.9 .1 .1 5.7 4.9 .7 5.9 4.6 3.6	Dec.	Mar.	20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8 .4 .2 .3 9.0 2 8.6 .1 .1 5.6 4.8 .7 5.9 4.7	Jun. 100.0 70.5 29.5 7.9 2.6 2.0 6.6 9 4.2 3.3 9.1 .1 5.5 4.8 .7 5.9 4.6 3.6 6 1.1	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 .3 9.3 .2 8.9 .1 .1 5.7 4.9 .7 5.9 4.6 3.6 3.1 1.1	Dec.	Mar.	20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 70.8 29.2 7.8 2.7 2.6 .6 .8 .4 .2 .3 9.0 .2 8.6 .1 .1 .5 .6 4.8 .7 5.9 4.7	Jun. 100.0 70.5 29.5 7.9 2.6 2.0 .6 .9 .4 .2 .3 9.1 .1 .5.5 4.8 .7 5.9 4.6 3.6 6 1.1 (6)	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 .3 9.3 .2 8.9 .1 .1 5.7 4.9 .7 5.9 4.6 3.6 6 1.1 (6)	Dec.	Mar.	20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 70.8 29.2 7.8 2.7 2.6 1.9 .6 .8 .4 .2 .3 9.0 .2 8.6 .1 .1 5.6 4.7 5.9 4.7	Jun. 100.0 70.5 29.5 7.9 2.6 2.0 6.6 9 4.2 3.3 9.1 .1 5.5 4.8 .7 5.9 4.6 3.6 6 1.1	Sep. 100.0 70.2 29.8 7.8 2.7 2.5 1.9 .6 .9 .4 .2 .3 9.3 .2 8.9 .1 .1 5.7 4.9 .7 5.9 4.6 3.6 3.1 1.1	Dec.	Mar.	20	Sep	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

- Survivors, and Disability Insurance.

 4 Cost per hour worked is \$0.01 or less.

 5 Includes severance pay and supplemental unemployment benefits.

 6 Less than .05 percent.

 - Data not available.

regular work scneouie (Such 22) and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age,

Table 2. State and local government workers, by broad occupational group and for service industries: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

White-collar occupations

			Cost p	per hour	worked b	y year		
Compensation component		20	02			20	103	
остроном	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$34.78	\$34.64	\$35.43	_	_	_	_	
Wages and salaries	25.21	25.05	25.55	_	_	_	_	_
Total benefits		9.58	9.88	_	_	_	_	_
Paid leave	2.53	2.54	2.58	_	_	_	_	_
Vacation	.78	.80	.81	-	_	_	_	-
Holiday	.84	.84	.85	-	-	_	_	-
Sick	.70	.70	.70	-	_	_	_	-
Other	.21	.21	.21	-	_	_	_	-
Supplemental pay		.15	.16	-	_	_	_	-
Premium ¹	.04	.05	.05	-	_	_	_	-
Shift differential	.04	.04	.04	-	_	_	_	_
Nonproduction bonuses Insurance	.07 2.98	.07 3.01	.08 3.12	_	_	_	_	-
Life	.06	.06	.06	_	_	_	_	-
Health	2.86	2.89	2.99	_		_	_	l 🗆
Short-term disability ²		.02	.02	_	_	_	_	_
Long-term disability	.04	.04	.04	_	_	_	_	_
Retirement and savings	1.87	1.85	1.94	_	_	_	_	_
Defined benefit	1.61	1.59	1.67	_	_	_	_	_
Defined contribution	.26	.25	.27	-	_	_	_	-
Legally required benefits	1.96	1.96	2.01	-	-	_	_	-
Social Security ³		1.65	1.69	-	_	_	_	-
OASDI	1.28	1.27	1.31	-	_	_	_	-
Medicare	.38	.37	.38	-	_	_	_	-
Federal unemployment insurance	(4)	(4)	(4)	-	_	_	_	-
State unemployment insurance	.04	.04	.04	_	_	_	_	-
Workers' compensation Other benefits ⁵	.27 .07	.27	.28 .07	_	_	_	_	-
Other benefits*	.07	.07	.07	_	_	_	_	_
		•				•		
		P	ercent of	f total cor	npensati	on by yea	ar	
			ercent of	f total cor	mpensati		ar 103	
	Mar.			f total cor	mpensation			Dec.
Total companyation		Jun.	02 Sep.			20	03	Dec.
Total compensation	100.0	Jun. 100.0	02 Sep.	Dec.	Mar.	20 Jun.	03	Dec.
Wages and salaries	100.0 72.5	Jun. 100.0 72.3	02 Sep. 100.0 72.1			20	03	Dec.
	100.0	Jun. 100.0	02 Sep.	Dec.	Mar.	20 Jun.	03	Dec.
Wages and salaries Total benefits	100.0 72.5 27.5	Jun. 100.0 72.3 27.7	02 Sep. 100.0 72.1 27.9	Dec.	Mar.	20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave	100.0 72.5 27.5 7.3	Jun. 100.0 72.3 27.7 7.3	02 Sep. 100.0 72.1 27.9 7.3	Dec	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 72.5 27.5 7.3 2.2 2.4 2.0	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0	Sep. 100.0 72.1 27.9 7.3 2.3	Dec	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 72.5 27.5 7.3 2.2 2.4 2.0	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0	Sep. 100.0 72.1 27.9 7.3 2.3 2.4 2.0 .6	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4	Sep. 100.0 72.1 27.9 7.3 2.3 2.4 2.0 .6 .5	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1	Sep. 100.0 72.1 27.9 7.3 2.3 2.4 2.0 6 5 .1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4 .1	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1	Sep. 100.0 72.1 27.9 7.3 2.3 2.4 2.0 .6 .5 .1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4 .1	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1 .1	Sep. 100.0 72.1 27.9 7.3 2.3 2.4 2.0 .6 .5 .1 .1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4 .1 .1 .2 8.6	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1 .1 .2 8.7	Sep. 100.0 72.1 27.9 7.3 2.3 2.4 2.0 .6 .5 .1 .1 .2 8.8	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shiff differential Nonproduction bonuses Life	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4 .1 .1	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 6 .4 .1 .1 .2 8.7 .2	Sep. 100.0 72.1 27.9 7.3 2.3 2.4 2.0 6 .5 .1 .1 .2 8.8	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4 .1 .1 .2 8.6 .2	Jun. 100.0 72.3 27.7 7.3 2.4 2.0 .6 .4 .1 .1 .2 8.7	Sep. 100.0 72.1 27.9 7.3 2.4 2.0 .6 .5 .1 .1 .2 8.8 .2 8.4	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4 .1 .1 .2 8.6 .2 8.2	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 6 .4 .1 .1 .2 8.7 .2	Sep. 100.0 72.1 27.9 7.3 2.3 2.4 2.0 6 .5 .1 .1 .2 8.8	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4 .1 .1 .2 8.6 .2 8.2	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1 .2 8.7 .2 8.7 .2 8.3 .1	Sep. 100.0 72.1 27.9 7.3 2.4 2.0 .6 .5 .1 .1 .2 8.8 .2 8.4 .1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit	100.0 72.5 27.5 7.3 22.2 2.4 2.0 .6 .4 .1 .1 .2 8.6 .2 8.2 .1 .1	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1 .1 .2 8.7 .2 8.7 .2 8.3 .1	Sep. 100.0 72.1 27.9 7.3 2.3 2.4 2.0 .6 .5 .1 .1 .2 8.8 .2 8.4 .1 .1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	100.0 72.5 27.5 7.3 22.2 2.4 2.0 .6 .4 .1 .1 .2 8.6 .2 8.2 .1 .1	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1 .1 .2 8.7 .2 8.3 .1 .1 5.3	Sep. 100.0 72.1 27.9 7.3 2.3 2.4 2.0 .6 .5 .1 .1 .2 8.8 .2 8.4 .1 .1 5.5	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4 .1 .2 8.6 .2 8.2 .1 .1 5.4 4.6 .7	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1 .2 8.7 .2 8.7 .2 8.3 .1 .1 5.3 4.6 .7 5.7	Sep. 100.0 72.1 27.9 7.3 2.4 2.0 .6 .5 .1 .1 .2 8.8 .2 8.4 .1 .1 5.5 4.7	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4 .1 .1 .2 8.6 .2 8.2 .1 .1 5.4 4.6 .7 5.6	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1 .1 .2 8.7 .2 8.3 .1 .1 5.3 4.6 .7 5.7	Sep. 100.0 72.1 27.9 7.3 2.3 2.4 2.0 .6 .5 .1 .1 .2 8.8 .2 8.4 .1 .1 5.5 4.7 .8 5.7 4.8	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4 .1 .1 .2 8.6 .2 8.2 .1 .1 5.4 4.6 .7 5.4 4.6 4.8 3.7	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1 .1 .2 8.7 .2 8.3 .1 .1 5.3 4.6 .7 5.7 4.8 3.7	Sep. 100.0 72.1 27.9 7.3 2.3 2.4 2.0 .6 .5 .1 .1 .2 8.8 .2 8.4 .1 .5.5 4.7 .8 5.7 4.8	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 72.5 27.5 7.3 22.2 2.4 2.0 .6 .4 .1 .1 .2 8.6 .2 8.2 .1 .1 5.6 4.8 3.7	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1 .1 .2 8.7 .2 8.3 .1 .1 5.3 4.6 .7 5.7 4.8 3.7 1.1	Sep. 100.0 72.1 27.9 7.3 2.4 2.0 .6 .5 .1 .1 .2 8.8 .2 8.4 .1 .1 5.5 4.7 .8 5.7 4.8 3.7 1.1	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined contribution Legally required benefit Social Security³ OASDI Medicare Federal unemployment insurance	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4 .1 .1 .2 8.6 .2 8.2 .1 .1 5.4 4.6 .7 5.6 4.8 3.7 1.1 (6)	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1 .1 .2 8.7 .2 8.3 .1 .1 5.3 4.6 .7 5.7 4.8 3.7 1.1 (6)	Sep. 100.0 72.1 27.9 7.3 2.4 2.0 .6 .5 .1 .1 .2 8.8 .2 8.4 .1 .1 5.5 4.7 .8 5.7 4.8 3.7 1.1 (6)	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 72.5 27.5 7.3 2.2 2.4 2.0 .6 .4 .1 .1 .2 8.6 .2 8.2 .1 .1 5.4 4.6 .7 5.6 4.8 3.7 1.1 (6)	Jun. 100.0 72.3 27.7 7.3 2.3 2.4 2.0 .6 .4 .1 .1 .2 8.7 .2 8.3 .1 .1 5.3 4.6 .7 5.7 4.8 3.7 1.1	Sep. 100.0 72.1 27.9 7.3 2.4 2.0 .6 .5 .1 .1 .2 8.8 .2 8.4 .1 .1 5.5 4.7 .8 5.7 4.8 3.7 1.1	Dec.	Mar.	20 Jun.	Sep	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

- Survivors, and Disability Insurance.

 4 Cost per hour worked is \$0.01 or less.

 5 Includes severance pay and supplemental unemployment benefits.

 6 Less than .05 percent.

 - Data not available.

regular work schedule (such as overume, weekends, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age,

Table 2. State and local government workers, by broad occupational group and for service industries: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$23.50	\$23.92	\$24.26	_	_	_	_	_
Wages and salaries		15.54	15.63	_	_	_	_	_
Total benefits		8.37	8.62	_	_	_	_	_
Paid leave	2.20	2.24	2.26	_	_	_	_	_
Vacation	.94	.96	.98	_	_	_	_	_
Holiday	.70	.71	.72	_	_	_	_	_
Sick	.40	.41	.41	_	_	_	_	_
Other	.15	.16	.15	_	_	_	_	_
Supplemental pay		.58	.60	_	_	_	_	_
Premium ¹		.30	.30	_	_	_	_	_
Shift differential	.13	.13	.13	_	_	_	_	_
Nonproduction bonuses		.15	.17	_	_	_	_	_
Insurance		2.39	2.50	_	_	_	_	_
Life	.04	.04	.04	_	_	_	_	_
Health Short-term disability ²	2.20	.09	2.35	_	-	_	_	_
				_	_	_	_	_
Long-term disability Retirement and savings	-	1.58	.02 1.65	l -	1 -	l -	-	
Defined benefit		1.47	1.54	_	_	_	_	_
Defined contribution	.10	.10	.11		I =		I	
Legally required benefits		1.53	1.57	_	_	_	_	
Social Security ³		.97	.98	_	_	_	_	_
OASDI		.74	.74	_	_	_	_	_
Medicare	.23	.23	.23	_	_	_	_	_
Federal unemployment insurance		(4)	(4)	_	_	_	_	_
State unemployment insurance		` .05	.05	_	_	_	_	_
Workers' compensation		.52	.54	_	_	_	_	_
Other benefits ⁵		.06	.06	_	_	_	_	_
				total cor	mpensatio			
	1							
			02	_			03	_
	Mar.	Jun.	02 Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation				Dec.	Mar.			Dec.
Total compensation	100.0	Jun.	Sep.	Dec.	Mar.			Dec.
	100.0	Jun. 100.0	Sep.	_	Mar. - - -		Sep.	Dec
Wages and salaries	100.0 65.1	Jun. 100.0 65.0	Sep. 100.0 64.4	_	Mar. - - -		Sep.	Dec
Wages and salaries Total benefits Paid leave Vacation	100.0 65.1 34.9 9.4 4.0	Jun. 100.0 65.0 35.0 9.4 4.0	Sep. 100.0 64.4 35.5 9.3 4.0	_	Mar.		Sep.	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday	100.0 65.1 34.9 9.4 4.0 3.0	Jun. 100.0 65.0 35.0 9.4 4.0 3.0	Sep. 100.0 64.4 35.5 9.3 4.0 3.0	- - - -	Mar		Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 65.1 34.9 9.4 4.0 3.0 1.7	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7	- - - - -	Mar.		Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 65.1 34.9 9.4 4.0 3.0 1.7	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6	- - - -	Mar.	Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5	- - - - - -	- - - - - - -	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4 1.3	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2	- - - - -	Mar.	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4 1.3 .5	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2	- - - - - -	- - - - - - -	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4 1.3 .5 .6	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2 .7	- - - - - -	- - - - - - -	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 9.9	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4 1.3 .5 .6 10.0	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2 .5 .7 10.3	- - - - - -	- - - - - - -	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 .9 9	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4 1.3 .5 6 10.0	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 6 2.5 1.2 .5 7 10.3	- - - - - -	- - - - - - -	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 9.9 2	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 .7 2.4 1.3 .5 .6 10.0 2 9.4	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 6 2.5 1.2 .5 7 10.3 2 9.7	- - - - - -	-	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ²	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 9.9 .2 9.4	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4 1.3 .5 .6 10.0 .2 9.4 .4	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2 .5 .7 10.3 .2 9.7	- - - - - -	- - - - - - -	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 9.9 .2 9.4 3.0	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4 1.3 .5 .6 10.0 .2 9.4 .1	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2 .5 .7 10.3 .2 9.7	- - - - - -	-	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ² Long-term disability Retirement and savings	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 9.9 .2 9.4 .3 3.1 6.6	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 2.4 1.3 .5 6 10.0 .2 9.4 .4 .1 6.6	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2 .5 .7 10.3 .2 9.7 .4 .1 6.8	- - - - - -	-	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 .9.9 .2 9.4 .3 .1 1.6.6 6.1	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 7 2.4 1.3 .5 6 10.0 .2 9.4 .4 .1 6.6 6.1	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 6 2.5 1.2 .5 7 10.3 .2 9.7 .4 .1 6.8 6.3	- - - - - -	-	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 9.9 .2 9.4 .3 .1 6.6.1	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 .7 2.4 1.3 .5 .6 10.0 2 9.4 .4 .1 6.6 6.1	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2 .5 .7 10.3 2 9.7 .4 .1 6.8 6.3	- - - - - -	-	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 9.9 .2 9.9 .2 9.4 3.1 6.6 6.1	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4 1.3 .5 .6 10.0 .2 9.4 .1 6.6 6.1 .4 6.4	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2 .5 .7 10.3 .2 9.7 .4 .1 6.8 6.3 .5 6.5	- - - - - -	-	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 9.9 .2 9.4 3.1 1.6.6 6.1 4.4 4.4	Jun. 100.0 65.0 9.4 4.0 3.0 1.7 2.4 1.3 5.6 10.0 .2 9.4 .4 6.6 6.1 .4 6.4 4.1	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2 .5 .7 10.3 .2 9.7 .4 .1 6.8 6.3 .5 6.5 4.0	- - - - - -	-	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 9.9 .2 9.4 .3 .1 .6.6 6.1 .4 .4 6.4 4.1 3.1	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4 1.3 .5 .6 10.0 .2 9.4 .1 6.6 6.1 .4 6.4	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2 .5 .7 10.3 2 9.7 .4 .1 6.8 6.3 .5 6.5 4.0 3.1 9	- - - - - -	-	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability² Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 9.9 2.2 9.4 .3 .1 6.1 .4 6.4 4.1 3.1	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4 1.3 .5 .6 10.0 9.4 .4 .1 6.6 6.1 .4 6.4 4.1 3.1 1.0	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2 .5 .7 10.3 2 9.7 .4 .1 6.8 6.3 .5 6.5 4.0 3.1 9	- - - - - -	-	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability² Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 9.9 .2 9.4 .3 .1 6.6 6.1 4.1 4.1 3.1 1.0 (⁶)	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4 1.3 .5 .6 10.0 .2 9.4 .4 .1 6.6 6.1 .4 6.4 4.1 3.1	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 6 2.5 1.2 5 7 10.3 .2 9.7 .4 .1 6.8 6.3 .5 6.5 6.5 4.0 3.1	- - - - - -	-	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 65.1 34.9 9.4 4.0 3.0 1.7 .6 2.4 1.2 .6 .6 .9.9 .2 9.4 3.1 1.6.6 6.1 4.1 4.1 3.1 1.0 (6)	Jun. 100.0 65.0 35.0 9.4 4.0 3.0 1.7 .7 2.4 1.3 .5 .6 10.0 2 9.4 .1 6.6 6.1 .4 6.4 4.1 3.1 1.0 (6)	Sep. 100.0 64.4 35.5 9.3 4.0 3.0 1.7 .6 2.5 1.2 .5 .7 10.3 2 9.7 .4 .1 6.8 6.3 .5 6.5 4.0 3.1 .9 (6)	- - - - - -	-	Jun	Sep.	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

- Survivors, and Disability Insurance.

 4 Cost per hour worked is \$0.01 or less.

 5 Includes severance pay and supplemental unemployment benefits.

 6 Less than .05 percent.

 - Data not available.

regular work schedule (such as overume, weekends, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age,

Table 2. State and local government workers, by broad occupational group and for service industries: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service industries

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	003	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$32.80	\$32.72	\$33.46	_	_	_	_	_
Wages and salaries	23.92	23.84	24.29	_	_	_	_	_
Total benefits		8.89	9.17	_	_	_	_	_
Paid leave	2.23	2.22	2.27	_	_	_	_	-
Vacation	.62	.62	.64	_	_	_	-	-
Holiday	.75	.75	.76	_	_	_	-	-
Sick	.66	.66	.66	_	_	_	-	-
Other	.20	.20	.20	_	_	_	-	-
Supplemental pay	.17	.18	.18	_	_	_	_	_
Premium ¹	.06	.06	.06	_	_	_	_	_
Shift differential	.05	.05	.05	_	_	_	_	_
Nonproduction bonuses	.06	.06	.07	_	_	_	_	_
Insurance Life	2.82	2.85	2.97	_	_	_	_	_
Health	.05 2.71	.06 2.74	.05 2.85	_	_	_	_	_
Short-term disability ²				_	_	_	_	_
Long-term disability	.02	.02	.02 .04	_	1 =		_	1 -
Retirement and savings	1.73	1.70	1.77		1 _		1 <u>-</u>	1 -
Defined benefit	1.51	1.50	1.55	_	_	_	_	_
Defined contribution	.22	.20	.22	l _	I _		_	_
Legally required benefits	1.86	1.86	1.92	_	_	_	_	_
Social Security ³	1.57	1.56	1.60	_	_	_	_	_
OASDI	1.21	1.21	1.24	_	_	_	_	_
Medicare	.35	.35	.36	_	_	_	_	_
Federal unemployment insurance	(4)	(4)	(4)	_	_	_	_	_
State unemployment insurance	.03	`.04	`.04	_	_	_	_	_
Workers' compensation	.25	.26	.27	_	_	_	_	_
Other benefits ⁵	.07	.07	.07	_	_	_	_	_
				total cor	mpensati			
			ercent of	total cor	mpensati		003	
	Mar.			total cor	mpensation			Dec.
Total compensation		Jun.	02 Sep.			20	003	Dec.
Total compensation	100.0	Jun. 100.0	02 Sep.			20	003	Dec.
Total compensation	100.0	Jun.	02 Sep.	Dec.		20	903 Sep.	Dec.
Wages and salaries	100.0 72.9	Jun. 100.0 72.9	02 Sep. 100.0 72.6	Dec.		20	903 Sep.	Dec.
Wages and salaries Total benefits	100.0 72.9 27.1	Jun. 100.0 72.9 27.2	02 Sep. 100.0 72.6 27.4	Dec.		20	903 Sep.	Dec.
Wages and salaries Total benefits Paid leave	100.0 72.9 27.1 6.8	Jun. 100.0 72.9 27.2 6.8	02 Sep. 100.0 72.6 27.4 6.8	Dec		20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 72.9 27.1 6.8 1.9 2.3 2.0	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0	Dec		20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 72.9 27.1 6.8 1.9 2.3 2.0	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 .6	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 .6	Dec.		20 Jun. - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 .6 .6	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 .6 .5	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 6.6 6.2	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 6.5 .2	Dec.		20 Jun. - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5 .2	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 6.6 6.2 2.2	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 .6 .5 .2	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5 .2	Jun. 100.0 72.9 27.2 6.8 1.9 2.0 .6 .6 .2 .2	Sep. 100.0 72.6 27.4 6.8 1.9 2.0 .6 .5 .2 .1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5 .2 .2 .2	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 6.6 6.2 2.2 8.7	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 .6 .5 .2 .1 .2 8.9	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Life	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5 .2 .2 .2 .2 .8.6	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 6.6 .2 2.2 8.7	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 6.5 .2 .1 .2 8.9 .1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 72.9 27.1 6.8 1.9 2.3 2.0 6.5 .2 .2 .2 8.6 .2	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 6.6 6.2 2.2 2.2 8.7 2.8	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 6.5 5.2 11 2.8 9 .1 8.5	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 72.9 27.1 6.8 1.9 2.0 .6 .5 .2 .2 .2 8.6 .2	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 .6 6 .6 .2 .2 8.7 .2 8.4 .1	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 6. 5.2 .1 .2 8.9 .1 8.5 .1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5 .2 .2 .2 8.6 .2 8.3 .1	Jun. 100.0 72.9 27.2 6.8 1.9 2.0 .6 .6 .2 .2 .2 8.7 .2 8.4 .1 .1	Sep. 100.0 72.6 27.4 6.8 1.9 2.0 .6 .5 .2 .1 .2 8.9 .1 8.5 .1 .1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ² Long-term disability Retirement and savings	100.0 72.9 27.1 6.8 1.9 2.0 .6 .5 .2 .2 .2 8.6 .2 8.3 .1	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 .6 .6 .2 .2 .2 8.7 .2 8.4 .1 .1 5.2	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 .6 .5 .2 .1 1.2 8.9 .1 8.5 .1 1.5.3	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ² Long-term disability Retirement and savings Defined benefit	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5 .2 .2 .2 8.6 .2 8.3 .1 .1 .5,3	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 6.6 .6 .2 2.2 8.7 .2 8.4 .1 5.2 4.6	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 .6 .5 .2 .1 .2 8.9 .1 8.5 .1 1.5.3 4.6	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5 .2 .2 .2 8.6 .2 .3 .1 .1 .5 .5 .7	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 6.6 6.2 2.2 8.7 2.2 8.4 1.1 5.2 4.6 6.6	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 6 5.5 2 1.1 2.8 9 1.1 8.5 1.1 5.3 4.6 7	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5 .2 .2 .2 8.6 .2 8.3 .1 .1 5.3 4.6 .7	Jun. 100.0 72.9 27.2 6.8 1.9 2.0 .6 .6 .2 .2 .2 8.7 .2 8.7 .2 4.6 .6 .6 .5.7	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 .6 .5 .2 8.9 .1 .1 8.5 .1 .1 5.3 4.6 .7 5.7	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5 .2 .2 .2 8.6 .2 8.3 .1 .1 5.3 4.6 .7 5.7	Jun. 100.0 72.9 27.2 6.8 1.9 2.0 .6 .6 .2 .2 .2 8.7 .2 8.4 .1 .1 5.2 4.6 .6 5.7 4.8	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 6.5 2.2 1.1 2.8.9 1.1 8.5 1.1 5.3 4.6 7.7 5.7	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI	100.0 72.9 27.1 6.8 1.9 2.0 .6 .5 .2 .2 .2 8.6 .2 8.3 .1 1.5.3 4.6 .7 5.7 4.8	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 .6 .6 .2 .2 .2 8.7 .2 8.4 .1 .1 5.2 4.6 .6 5.7 4.8 3.7	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 .6 .5 .2 .1 1.2 8.9 .1 8.5 .1 1.5.3 4.6 .7 5.7 4.8 3.7	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5 .2 .2 .2 8.6 .2 .3 .1 .1 5.7 4.8 3.7 5.7	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 6.6 6.2 2.2 8.7 2.2 8.4 1.1 5.2 4.6 6.6 5.7 4.8 3.7 1.1	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 6. 5.5 2 1.1 2.8 9 1.1 5.3 4.6 7 5.7 4.8 3.7 1.1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 5.5 .2 .2 8.6 .2 8.3 .1 .1 5.3 4.6 .7 5.7 4.8 3.7 1.1 (6)	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 .6 6.6 .2 .2 8.7 .2 8.4 .1 .1 5.2 4.6 5.7 4.8 3.7 1.1 (6)	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 6.6 5.2 1.1 2.2 8.9 1.1 5.3 4.6 7 5.7 4.8 3.7 1.1 (6)	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5 .2 .2 8.6 .2 8.3 .1 .1 5.3 4.6 .7 5.7 4.8 3.7 1.1 (6) .1	Jun. 100.0 72.9 27.2 6.8 1.9 2.0 .6 6.2 .2 .2 8.7 .2 8.4 .1 .1 5.2 4.6 6.6 5.7 4.8 3.7 1.1 (6) .1	Sep. 100.0 72.6 27.4 6.8 1.9 2.0 .6 .5 .2 1.2 8.9 .1 5.3 4.6 .7 5.7 4.8 3.7 1.1 (6) .1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 72.9 27.1 6.8 1.9 2.3 2.0 .6 .5 .2 .2 .2 8.6 .2 8.3 .1 .1 5.3 4.6 .7 5.7 4.8 3.7 1.1 (6) .1	Jun. 100.0 72.9 27.2 6.8 1.9 2.3 2.0 .6 6.6 .2 .2 8.7 .2 8.4 .1 .1 5.2 4.6 5.7 4.8 3.7 1.1 (6)	Sep. 100.0 72.6 27.4 6.8 1.9 2.3 2.0 6.6 5.2 1.1 2.2 8.9 1.1 5.3 4.6 7 5.7 4.8 3.7 1.1 (6)	Dec.	Mar.	20 Jun.	Sep.	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

- Survivors, and Disability Insurance.

 4 Cost per hour worked is \$0.01 or less.

 5 Includes severance pay and supplemental unemployment benefits.

 6 Less than .05 percent.

 - Data not available.

regular work schedule (such as overume, weekends, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age,

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

All workers

			Cost	oer hour v	worked b	y year		
Compensation component		20	02			20	003	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$21.71	\$21.83	\$22.01	_	_	_	_	_
Wages and salaries		15.90	16.00	_	_	_	_	_
Total benefits	5.90	5.94	6.01	-	_	_	_	_
Paid leave	1.44	1.44	1.45	-	_	_	-	-
Vacation	.72	.72	.73	-	_	_	_	-
Holiday	.49	.49	.49	-	_	_	_	-
Sick	.17	.17	.17	-	_	_	_	_
Other	.06 .62	.06	.06	-	_	_	_	_
Supplemental pay Premium ¹	.02	.60 .24	.60 .24	_	_	_	_	_
Shift differential	.06	.06	.06	_	_	_	_	_
Nonproduction bonuses	.32	.30	.30	_	_	_	_	_
Insurance	1.40	1.42	1.45	_	_	_	_	_
Life	.04	.04	.04	_	_	_	_	_
Health	1.29	1.31	1.34	-	_	_	_	_
Short-term disability ²	.04	.04	.04	-	_	_	-	-
Long-term disability	.03	.03	.03	-	-	-	-	-
Retirement and savings	.63	.62	.63	-	_	-	-	-
Defined benefit	.23	.22	.23	-	_	_	_	_
Defined contribution	.40	.40	.41	_	_	_	_	_
Legally required benefits Social Security ³	1.80 1.32	1.82 1.32	1.84 1.33	_	_	_	_	_
OASDI	1.06	1.06	1.07	_	_	_	_	_
Medicare	.26	.26	.26	_		_		
Federal unemployment insurance	.03	.03	.03	_	_	_	_	_
State unemployment insurance	.10	.10	.10	_	_	_	_	_
Workers' compensation		.37	.38	_	_	_	_	_
Other benefits ⁴	.03	.03	.03	-	-	_	_	-
			l		l			
		Р	ercent of	f total cor	npensati	on by yea	ar	
			ercent of	f total cor	npensati		ar)03	
	Mar.			f total cor	npensation			Dec.
	Mar.	20	02			20	003	Dec.
Total compensation		20	02			20	003	Dec.
Wages and salaries		Jun.	02 Sep.			20	003	Dec
Wages and salaries Total benefits	100.0 72.8 27.2	Jun. 100.0 72.8 27.2	02 Sep. 100.0 72.7 27.3	Dec.		20	003	Dec
Wages and salaries Total benefits Paid leave	100.0 72.8 27.2 6.6	Jun. 100.0 72.8 27.2 6.6	Sep. 100.0 72.7 27.3 6.6	Dec		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation	100.0 72.8 27.2 6.6 3.3	Jun. 100.0 72.8 27.2 6.6 3.3	Sep. 100.0 72.7 27.3 6.6 3.3	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday	100.0 72.8 27.2 6.6 3.3 2.3	Jun. 100.0 72.8 27.2 6.6 3.3 2.2	Sep. 100.0 72.7 27.3 6.6 3.3 2.2	Dec		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 72.8 27.2 6.6 3.3 2.3	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 .8	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8	Dec		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 72.8 27.2 6.6 3.3 2.3 .8	200 Jun. 100.0 72.8 27.2 6.6 3.3 2.2 .8 .3	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 .3	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 72.8 27.2 6.6 3.3 2.3	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 .8	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 72.8 27.2 6.6 3.3 2.3 .8 .3 2.9	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 .8 .3 2.7	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 .3 2.7	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 72.8 27.2 6.6 3.3 2.3 .8 .3 2.9	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 .8 .3 2.7 1.1	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 .3 2.7 1.1	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 72.8 27.2 6.6 3.3 2.3 .8 .3 2.9 1.1	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 8 .3 2.7 1.1 .3 1.4 6.5	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 .3 2.7 1.1	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life	100.0 72.8 27.2 6.6 3.3 2.3 8 .3 2.9 1.1 .3 1.5 6.4	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 8.3 2.7 1.1 3.1 6.5 .2	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 3 2.7 1.1 .3 1.4 6.6 .2	Dec.		20	003	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 72.8 27.2 6.6 3.3 2.3 .8 .3 2.9 1.1 .3 1.5 6.4 .2	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.5 .2 6.0	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.6 .2 6.1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 72.8 27.2 6.6 3.3 2.3 .8 .3 2.9 1.1 .3 1.5 6.4 .2 5.9	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.5 .2 6.0 .2	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.6 .2 6.1	Dec.		20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	100.0 72.8 27.2 6.6 3.3 2.3 2.9 1.1 .3 1.5 6.4 .2 5.9 2	Jun. 100.0 72.8 27.2 6.6 3.3 2.7 1.1 .3 1.4 6.5 .2 6.0 .2 .1	Sep. 100.0 72.7 27.3 6.6 3.3 2.7 1.1 3 1.4 6.6 .2 6.1 .2	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	100.0 72.8 27.2 6.6 3.3 2.8 .3 2.9 1.1 .3 1.5 6.4 .2 5.9 .2	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 8 .3 2.7 1.1 .3 1.4 6.5 .2 6.0 .2 .1 2.8	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 8 .3 2.7 1.1 .3 1.4 6.6 .2 6.1 .2 9	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability² Retirement and savings Defined benefit	100.0 72.8 27.2 6.6 3.3 2.3 8 .3 2.9 1.1 .3 1.5 6.4 .2 5.9 .2 .1	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 8 .3 2.7 1.1 .3 1.4 6.5 .2 6.0 .2 .1 2.8 1.0	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 3 2.7 1.1 .3 1.4 6.6 .2 6.1 .2 1.0	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 72.8 27.2 6.6 3.3 2.3 .8 .3 2.9 1.1 .3 1.5 6.4 .2 5.9 .2 .1 1.2.9	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.5 .2 .1 2.8 1.0 1.8	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.6 .2 .1 2.9 1.0 1.9	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 72.8 27.2 6.6 3.3 2.3 .8 .3 2.9 1.1 .3 1.5 6.4 .2 5.9 2.1 2.9 1.1 1.8	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.5 .2 6.0 .2 .1 2.8 1.0 1.8 8.3	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.6 .2 6.1 2.9 1.0 1.9 8.4	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 72.8 27.2 6.6 3.3 2.3 .8 .3 2.9 1.1 .3 1.5 6.4 .2 5.9 2.1 2.9 1.1 1.8	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.5 .2 .1 2.8 1.0 1.8	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.6 .2 .1 2.9 1.0 1.9	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 72.8 27.2 6.6 3.3 2.9 1.1 .3 1.5 6.4 .2 5.9 2.1 2.9 1.1 1.8 8.3 6.1	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.5 .2 6.0 .2 .1 2.8 1.0 1.8 8.3 6.0	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.6 .2 6.1 .2 .9 1.0 1.9 8.4 6.0	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 72.8 27.2 6.6 3.3 2.3 .8 .3 2.9 1.1 .3 1.5 6.4 .2 5.9 1.1 1.8 8.3 6.1 4.9	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 8 .3 2.7 1.1 .3 1.4 6.5 .2 6.0 .2 .1 2.8 1.0 1.8 8.3 6.0 4.9	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 8 .3 2.7 1.1 .3 1.4 6.6 .2 6.1 .2 9 1.0 1.9 8.4 6.0 4.9	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance State unemployment insurance	100.0 72.8 27.2 6.6 3.3 2.3 .8 .3 2.9 1.1 .3 1.5 6.4 .2 5.9 1.1 1.8 8.3 6.1 4.9 1.2	Jun. 100.0 72.8 27.2 6.6 3.3 2.7 1.1 .3 1.4 6.5 .2 6.0 .2 .1 2.8 1.0 1.8 8.3 6.0 4.9 1.2 .1	Sep. 100.0 72.7 27.3 6.6 3.3 2.7 1.1 .3 1.4 6.6 .2 6.1 2.9 1.0 1.9 8.4 6.0 4.9 1.2 .1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 72.8 27.2 6.6 3.3 2.3 .8 .3 2.9 1.1 .3 1.5 6.4 .2 5.9 1.1 1.8 8.3 6.1 4.9 1.2	Jun. 100.0 72.8 27.2 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.5 .2 6.0 .2 .1 2.8 1.0 1.8 8.3 6.0 4.9 1.2 .1	Sep. 100.0 72.7 27.3 6.6 3.3 2.2 .8 .3 2.7 1.1 .3 1.4 6.6 .2 6.1 2.9 1.0 1.9 8.4 6.0 4.9 1.2 .1	Dec.	Mar.	20 Jun.	Sep	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overtime, weekends, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

White-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec
Total compensation	\$26.43	\$26.60	\$26.74	_	_	_	_	_
Wages and salaries		19.62	19.71	_	_	_	_	_
Total benefits		6.98	7.03	_	_	_	_	_
Paid leave	1.97	1.98	1.99	_	_	_	_	l –
Vacation		.99	.99	_	_	_	_	_
Holiday		.66	.67	_	_	_	_	_
Sick	.24	.24	.25	_	_	_	_	_
Other		.08	.08	_	_	_	_	l –
Supplemental pay	.69	.66	.66	_	_	_	_	-
Premium ¹	.13	.13	.13	_	_	_	_	_
Shift differential	.06	.06	.06	_	_	_	_	-
Nonproduction bonuses		.47	.47	_	_	_	_	_
Insurance	1.57	1.60	1.62	_	_	_	_	-
Life	.05	.05	.05	_	_	_	_	-
Health	1.42	1.45	1.47	_	_	_	_	_
Short-term disability ²	.05	.05	.05	_	_	_	_	l –
Long-term disability		.05	.05	_	_	_	_	l –
Retirement and savings		.74	.76	_	_	_	_	_
Defined benefit	.19	.17	.17	_	_	_	_	l –
Defined contribution		.58	.59	_	_	_	_	l –
Legally required benefits		1.95	1.97	_	_	_	_	l –
Social Security ³	1.58	1.59	1.60	_	_	_	_	_
OASDI	1.26	1.27	1.28	_	_	_	_	_
Medicare		.32	.32	_	_	_	_	l –
Federal unemployment insurance	.03	.03	.03	_	_	_	_	_
State unemployment insurance		.09	.09	_	_	_	_	_
Workers' compensation		.23	.24	_	_	_	_	_
Other benefits ⁴	.03	.03	.04	_	_	_	_	_
		P	arcent of	total cor	mnancati	on by yea	ar	
				total col	препзан			
			02	10141 001	препзан		103	
	Mar.			Dec.	Mar.			Dec
Fotal compensation		Jun.	02 Sep.			20	03	Dec
	100.0	20	02 Sep.			20	03	Dec
Wages and salaries	100.0 73.7	Jun. 100.0 73.8	Sep. 100.0 73.7			20	03	Dec
Wages and salaries Total benefits	100.0 73.7 26.3	Jun. 100.0 73.8 26.2	Sep. 100.0 73.7 26.3			20	03	Dec
Wages and salaries Total benefits Paid leave	100.0 73.7 26.3 7.5	Jun. 100.0 73.8 26.2 7.4	Sep. 100.0 73.7 26.3 7.4	Dec		20	Sep. – – – – – –	
Wages and salaries Total benefits Paid leave Vacation	100.0 73.7 26.3 7.5 3.7	Jun. 100.0 73.8 26.2	Sep. 100.0 73.7 26.3	Dec		20	Sep. – – – – – –	Dec
Wages and salaries Total benefits Paid leave	100.0 73.7 26.3 7.5 3.7 2.5	Jun. 100.0 73.8 26.2 7.4 3.7	Sep. 100.0 73.7 26.3 7.4 3.7	Dec		20	Sep. – – – – – –	
Wages and salaries	100.0 73.7 26.3 7.5 3.7 2.5	Jun. 100.0 73.8 26.2 7.4 3.7 2.5	Sep. 100.0 73.7 26.3 7.4 3.7 2.5	Dec.		20	Sep	
Wages and salaries	100.0 73.7 26.3 7.5 3.7 2.5	200 Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3	Dec.		20	Sep	
Wages and salaries	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6	Jun. 100.0 73.8 26.2 7.4 3.7 2.5	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9	Dec.		200 Jun.	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .5	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5	Dec.		200 Jun.	Sep	Dec
Wages and salaries	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5	Dec.		200 Jun.	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .5	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2	Dec.		200 Jun.	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2 1.9	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.0	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1	Dec.		200 Jun.	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium1 Shift differential Nonproduction bonuses	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 9 3 2.5 .5 .2 1.8 6.0 .2	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1 .2	Dec.		200 Jun.	Sep	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2 1.9 5.9	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .2 1.8 6.0 .2 5.5	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1 .2 5.5	Dec.		200 Jun.	Sep	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2 1.9 5.9 .2 5.4	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.0 .2 5.5 .2	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1 .2 5.5 .2	Dec.		200 Jun.	Sep	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ² Long-term disability	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2 1.9 5.9 .2 5.4 .2	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .5 .5 .2 1.8 6.0 .2 5.5 .2 .2	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1 .2 5.5 .2 .2	Dec.		200 Jun.	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2 1.9 .2 5.4 .2 2.9	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.55 .5 .2 1.8 6.0 .2 5.5 .2 2.8	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1 .2 5.5 .2 2.8	Dec.	Mar.	200 Jun.	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2 1.9 5.9 .2 5.4 .2 .2 2.9	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.0 .2 5.5 .2 2.8 .6	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1 .2 5.5 .2 2.8 .6	Dec.	Mar.	200 Jun.	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2 1.9 5.9 .2 5.4 .2 .2 2.5	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.0 .2 5.5 .2 2 2 8 6 2.2	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1 .2 2.8 6.6 2.2	Dec.	Mar.	200 Jun.	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2 1.9 5.9 .2 5.4 .2 .2 2.9 .7	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.0 .2 5.5 .2 2.8 .6 6.2 2.7.3	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .2 1.8 6.1 .2 5.5 .2 2.8 6.0 2.2 7.4	Dec.	Mar.	200 Jun.	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .5 .2 1.9 5.9 .2 5.4 .2 2.9 .7 2.5	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.0 .2 5.5 .2 2.8 .6 2.2 2.8 .6 2.2 7.3 6.0	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1 .2 5.5 .2 2.8 .6 2.2 2.8 .6 2.2 7.4 6.0	Dec.	Mar.	200 Jun.	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability² Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2 1.9 .2 5.4 .2 2.9 .7 2.2 7.3 6.0 4.8	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.0 .2 5.5 .2 2.8 .6 2.2 7.3 6.0 4.8	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1 .2 5.5 .2 2.8 .6 2.2 7.4 6.0 4.8	Dec.	Mar.	200 Jun.	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2 1.9 5.9 .2 5.4 .2 .2 2.2 2.7 3.6 6.0 6.0 6.0 6.0 6.0 6.0 6.0 6.0 6.0 6	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .2 1.8 6.0 .2 5.5 .2 2.8 .6 2.2 7.3 6.0 4.8 1.2	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1 .2 2.8 .6 2.2 7.4 6.0 4.8 1.2	Dec.	Mar.	200 Jun.	Sep	Dec
Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2 1.9 5.9 .2 5.4 .2 .2 2.9 .7.3 6.0 4.8 1.2	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.0 .2 5.5 .2 2.8 .6 6.0 2.1 7.3 6.0 4.8 1.2	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1 .2 2.8 6.2 2.8 6.2 2.4 6.0 4.8 1.2 .1	Dec.	Mar.	200 Jun.	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 73.7 26.3 7.5 3.7 2.5 .9 .3 2.6 .5 .2 1.9 5.9 .2 5.4 .2 .2 2.9 .7 2.2 7.3 6.0 4.8 1.1	Jun. 100.0 73.8 26.2 7.4 3.7 2.5 .9 .3 2.5 .2 1.8 6.0 .2 5.5 .2 2.8 .6 2.2 7.3 6.0 4.8 1.2	Sep. 100.0 73.7 26.3 7.4 3.7 2.5 .9 .3 2.5 .5 .2 1.8 6.1 .2 2.8 .6 2.2 7.4 6.0 4.8 1.2	Dec.	Mar.	200 Jun.	Sep	Dec

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overume, weekenus, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acrony...

Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

·			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	003	
сотрологи	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$20.15	\$20.40	\$20.59					
Wages and salaries	14.01	14.17	14.26	_	_	_	_	_
Total benefits		6.23	6.32	_	_	_	_	_
Paid leave	1.13	1.14	1.15	_	_	_	_	_
Vacation	.58	.58	.59	_	_	_	_	_
Holiday	.41	.41	.41	_	_	_	_	_
Sick	.10	.10	.10	_	_	_	-	-
Other	.05	.05	.05	_	_	_	_	-
Supplemental pay	.74	.74	.75	_	_	_	_	-
Premium ¹	.51	.51	.52	_	_	_	_	_
Shift differential	.07	.07	.07	_	_	_	_	_
Nonproduction bonuses	.16 1.59	.16 1.62	.16 1.66	_	_	_	_	_
InsuranceLife	.04	.04	.04	_	_	_	_	-
Health	1.48	1.52	1.55	_		_		1 _
Short-term disability ²	.05	.05	.05	_	_	_	_	_
Long-term disability	.02	.02	.02	_	_	_	_	_
Retirement and savings	.69	.70	.70	_	-	_	_	-
Defined benefit	.39	.40	.41	_	_	_	_	_
Defined contribution	.30	.30	.30	_	_	_	_	-
Legally required benefits	1.96	2.00	2.04	_	_	_	-	-
Social Security ³	1.20	1.21	1.22	_	_	_	-	-
OASDI	.97	.98	.99	_	_	_	-	-
Medicare	.23	.23	.23	_	_	_	_	_
Federal unemployment insurance	.03	.03	.03	_	_	_	_	_
State unemployment insurance		.11	.11	_	_	_	_	_
Workers' compensation Other benefits ⁴	.63 .03	.65	.67 .03	_	_	_	_	_
Other benefits	.03	.03	.03					
		P	ercent of	total cor	mpensati	on by yea	ar ———	
			ercent of	total cor	mpensati		ar)03	
	Mar.			total cor	mpensation			Dec.
Total compensation	Mar.	20	02			20	003	Dec.
Total compensation	100.0	Jun. 100.0	02 Sep.			20	003	Dec.
Total compensation	100.0	Jun.	02 Sep.	Dec.	Mar.	20	903 Sep.	Dec.
Wages and salaries	100.0 69.5	Jun. 100.0 69.5	02 Sep. 100.0 69.3	Dec.	Mar.	20	903 Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation	100.0 69.5 30.5 5.6 2.9	Jun. 100.0 69.5 30.5 5.6 2.8	Sep. 100.0 69.3 30.7 5.6 2.9	Dec.	Mar.	20	903 Sep.	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday	100.0 69.5 30.5 5.6 2.9 2.0	Jun. 100.0 69.5 30.5 5.6 2.8 2.0	Sep. 100.0 69.3 30.7 5.6 2.9 2.0	Dec.	Mar.	20	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 69.5 30.5 5.6 2.9 2.0	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5	Dec.	Mar.	20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 69.5 30.5 5.6 2.9 2.0 .5	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 3.3	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5 .3	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 3.8	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5 .3 .8 7.9	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 .3 8 7.9	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8 8.1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5 .3 .8 7.9 .2 7.3	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 .3 .8 7.9 .2 7.5	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8 8.1 .2 7.5 .2	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5 3.8 7.9 .2 7.3 .8	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 .3 8 7.9 .2 7.5 2 1	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8 8.1 .2 7.5 .2 .1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5 .3 8 7.9 .2 7.3 .2 1	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 .3 8 7.9 .2 7.5 .2 1 3.4	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8 8.1 .2 7.5 .2 .1 3.4	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ² Long-term disability Retirement and savings Defined benefit	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5 .3 .8 7.9 .2 7.3 .2 1.3	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 .3 .8 7.9 .2 7.5 .2 1 3.4 2.0	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8 8.1 .2 7.5 .2 1 3.4 2.0	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 69.5 30.5 5.6 2.9 2.5 .2 3.7 2.5 .3 .8 7.9 .2 7.3 .2 11 3.4 1.9	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 .3 .8 7.9 .2 7.5 .2 .1 3.4 2.0 1.5	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8 8.1 .2 7.5 .2 .1 3.4 2.0 1.5	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5 .3 .8 7.9 .2 7.3 .2 1.1 3.4 1.5 9.7	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 .3 .8 7.9 .2 7.5 .2 .1 3.4 2.0 1.5 9.8	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8 8.1 .2 7.5 .2 .1 3.4 2.0 1.5 9.9	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5 .3 .8 7.9 .2 7.3 .2 .1 3.4 1.9 1.9 1.5 6.0	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 .3 8 7.9 .2 7.5 .2 1 3.4 2.0 1.5 9.8 5.9	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8 8.1 .2 7.5 .2 .1 3.4 2.0 1.5 9.9	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI	100.0 69.5 30.5 5.6 2.9 2.5 .2 3.7 2.5 .3 8 7.9 .2 7.3 .2 1 1.5 9.1 1.5 9.1 9.1 9.1 9.1 9.1 9.1 9.1 9.1 9.1 9.1	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 .3 8 7.9 .2 7.5 .2 2 7.5 .2 1 3.4 2.0 1.5 9.8 5.9 4.8	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8 8.1 .2 7.5 .2 .1 3.4 2.0 1.5 9.9 4.8	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 69.5 30.5 5.6 2.9 2.5 .2 3.7 2.5 .3 .8 7.9 2.7 1.3 .4 1.9 1.5 9.7 6.0 4.8	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 .3 .8 7.9 2.7.5 .2 .1 3.4 2.0 1.5 9.8 5.9 4.8 1.1	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8 8.1.1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5 .3 .8 7.9 .2 7.3 .2 1.1 3.4 1.9 1.5 9.7 6.0 4.8 1.1	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 .3 .8 7.9 .2 7.5 .2 .1 3.4 2.00 1.5 9.8 5.9 4.8 1.1 .1	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8 8.1 .2 7.5 .2 .1 3.4 2.0 1.5 9.9 5.9 4.8 1.1 .1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 69.5 30.5 5.6 2.9 2.0 .5 .2 3.7 2.5 .3 .8 7.9 .2 7.3 .2 .1 3.4 1.9 1.9 6.0 4.8 1.1	Jun. 100.0 69.5 30.5 5.6 2.8 2.0 .5 .2 3.6 2.5 .3 .8 7.9 2.7.5 .2 .1 3.4 2.0 1.5 9.8 5.9 4.8 1.1	Sep. 100.0 69.3 30.7 5.6 2.9 2.0 .5 .2 3.6 2.5 .3 .8 8.1.1	Dec.	Mar.	20 Jun.	Sep	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overume, weekenus, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service occupations

·			Cost p	oer hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		\$10.99	\$11.15	_	-	_	_	_
Wages and salaries	8.42	8.45	8.54	-	_	_	_	_
Total benefits Paid leave	2.53	2.54	2.60	_	_	_	_	_
Vacation	.22	.22	.22	_	_	_	_	_
Holiday	.15	.15	.15	_	_	_	_	_
Sick	.07	.07	.07	-	_	_	_	_
Other	.02	.02	.02	-	_	_	_	_
Supplemental pay	.19	.19	.19	-	_	_	_	_
Premium ¹	.09	.09	.10	_	_	_	_	_
Shift differential Nonproduction bonuses	.04	.04	.04	_	_	_	_	_
Insurance	.59	.60	.62	_	_	_	_	_
Life	(²)	(2)	(2)	_	_	_	_	_
Health	` <u>5</u> 6	.57	.59	-	_	_	_	_
Short-term disability ³	(²)	(2)	(²)	-	_	_	_	_
Long-term disability	(2)	(2)	(2)	-	_	_	_	_
Retirement and savings	.16	.16	.17	-	_	_	_	_
Defined benefit Defined contribution	.06 .10	.06	.07 .10	_	_	_	_	_
Legally required benefits		1.14	1.16	_		_	_	_
Social Security ⁴		.76	.77	_	_	_	_	_
OASDI	.62	.62	.63	_	_	_	_	_
Medicare	.14	.14	.15	-	_	_	_	_
Federal unemployment insurance	.04	.04	.04	-	_	_	_	_
State unemployment insurance		.08	.08	-	_	_	_	_
Workers' compensation Other benefits ⁵	.25	.26	.27	-	_	_	_	_
Other benefits*	(-)	(2)	(-)	_	_	_	_	-
		l	l	l		l		
		Р	ercent of	f total cor	npensati	on by yea	ar	
			ercent of	f total cor	npensati		ar 103	
	Mar.			f total cor	npensation			Dec.
Total compensation		20	02			20	03	Dec.
Wages and salaries	100.0 76.9	Jun. 100.0 76.9	02 Sep. 100.0 76.6			20	03	Dec.
Wages and salaries Total benefits	100.0 76.9 23.1	Jun. 100.0 76.9 23.1	02 Sep. 100.0 76.6 23.3	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave	100.0 76.9 23.1 4.2	Jun. 100.0 76.9 23.1 4.2	02 Sep. 100.0 76.6 23.3 4.2	Dec		20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation	100.0 76.9 23.1 4.2 2.0	Jun. 100.0 76.9 23.1 4.2 2.0	Sep. 100.0 76.6 23.3 4.2 2.0	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday	100.0 76.9 23.1 4.2 2.0 1.4	Jun. 100.0 76.9 23.1 4.2 2.0 1.4	Sep. 100.0 76.6 23.3 4.2 2.0 1.3	Dec		20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation	100.0 76.9 23.1 4.2 2.0	Jun. 100.0 76.9 23.1 4.2 2.0	Sep. 100.0 76.6 23.3 4.2 2.0	Dec.		20 Jun. - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 76.9 23.1 4.2 2.0 1.4 .6	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 .6	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6	Dec.		20 Jun. - - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7	Dec.		20 Jun. - - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7 .9	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7 .9 .4	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 6.6 2.1.7 .8 4.4 .5 5.5	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7 .9 .4 .5 5.6	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Life	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.4 (⁶)	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 6.6 2.1.7 .8 4.4 .5 5.5	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7 .9 .4 .5 5.6 (6) 5.3	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability³	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.4 (⁶) 5.1	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 6 .2 1.7 .8 4 .5 5.5 (6) 5.2 (6)	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7 .9 .4 .5 5.6 (6) 5.3 (6)	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.4 (⁶) 5.1	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5 5.5 (6) 5.2	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7 .9 .4 .5 5.6 (6) 5.3	Dec.	Mar.	20 Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability³ Long-term disability Retirement and savings	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.4 (6) 5.1 (6) (6)	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 6 .2 1.7 .8 .4 .5 5.5 (6) 5.2 (6) (6) 1.5	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 6 .2 1.7 .9 .4 .5 5.6 (6) 5.3 (6) (6) 1.5	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability³ Long-term disability Retirement and savings Defined benefit	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.4 (6) (6) (6)	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 6.2 1.7 .8 .4 .5 5.5 (6) 5.2 (6) (6) (1.5 .5	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 6 .2 1.7 .9 .4 .5 5.6 (6) 5.3 (6) (6) (1.5 .6	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability³ Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5 5.4 (6) (6) (6) 1.5 .9	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.5 (6) (6) (6) 1.5 .9	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7 .9 .4 .5 5.6 (6) (6) 5.3 (6) (6) .5 .6 .9	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.4 (6) (6) 1.5 .5 .9	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.5 (6) (5.2 (6) (6) 1.5 .5 .9 10.4	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7 .9 .4 .5 5.6 (6) (6) 1.5 .6 .9 10.4	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security⁴	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.4 (6) (6) 1.5 .9	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 6.2 1.7 8 4 .5 5.5 (6) 5.5 (6) 1.5 .5 9 10.4 6.9	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7 .9 .4 .5 5.6 (6) 5.3 (6) (1.5 .6 .9 10.4 6.9	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 76.9 23.1 4.2 2.0 1.4 6 .2 1.7 .8 .4 .5 5.4 (6) 5.1 (6) (6) 1.5 .9 10.3 6.9 5.7	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.5 (6) (5.2 (6) (6) 1.5 .5 .9 10.4	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7 .9 .4 .5 5.6 (6) (6) 1.5 .6 .9 10.4	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security⁴ OASDI Medicare Federal unemployment insurance	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.4 (6) (6) 1.5 .9 10.3 6.9 5.7 1.3	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.5 (6) (6) 1.5 .9 10.4 6.9 5.6 1.3	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 6 .2 1.7 .9 .4 .5 5.6 (6) 5.3 (6) (1.5 .6 .9 10.4 6.9 5.7	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security⁴ OASDI Medicare Federal unemployment insurance State unemployment insurance	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.4 (6) (6) 1.5 .5 .9 10.3 6.9 5.7 1.3	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.5 (6) (6) 1.5 .5 .9 10.4 6.9 5.6 1.3 .4 .7	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7 .9 .4 .5 5.6 (6) 1.5 .6 (6) 1.5 .6 .9 10.4 6.9 5.7 1.3 .4	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security⁴ OASDI Medicare Federal unemployment insurance	100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.4 (6) (6) 1.5 .5 .9 10.3 6.9 5.7 1.3	Jun. 100.0 76.9 23.1 4.2 2.0 1.4 .6 .2 1.7 .8 .4 .5 5.5 (6) (6) 1.5 .9 10.4 6.9 5.6 1.3	Sep. 100.0 76.6 23.3 4.2 2.0 1.3 .6 .2 1.7 .9 .4 .5 5.6 (6) (6) 1.5 .6 .9 10.4 6.9 5.7 1.3 .4	Dec.	Mar.	20 Jun.	Sep	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

regular work schedule (such as overtime, weekends, and holidays).

² Cost per hour worked is \$0.01 or less.

³ Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

Data not available.

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Goods-producing industries¹

Coous-producing industries			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$25.44	\$25.57	\$25.64	_	_	_	_	_
Wages and salaries		17.58	17.60	_	_	_	_	_
Total benefits	7.96	7.98	8.04	_	_	_	_	-
Paid leave	1.66	1.65	1.66	_	_	_	_	-
Vacation	.86	.85	.86	_	_	_	_	-
Holiday Sick	.60 .12	.59 .13	.60 .13	_	_	_	_	_
Other	.08	.13	.13	_	_	_	_	-
Supplemental pay	1.11	1.06	1.07	_	_	_	_	_
Premium ²	.54	.54	.55	_	_	_	_	_
Shift differential	.08	.08	.08	_	_	_	_	-
Nonproduction bonuses	.49	.44	.45	_	_	_	_	-
Insurance	2.01	2.03	2.05	_	_	_	_	-
Life	.06	.06	.06	_	_	_	_	-
Health Short-term disability ³	1.84	1.86	1.88		_	_	_	_
Long-term disability	.03	.03	.03	_	_	_	_	_
Retirement and savings	.88	.89	.89	_	_	_	_	_
Defined benefit	.42	.44	.44	_	_	_	_	-
Defined contribution	.46	.46	.45	_	_	_	_	-
Legally required benefits	2.25	2.29	2.31	_	_	_	_	-
Social Security ⁴	1.49	1.50	1.50	_	_	_	_	_
OASDI Medicare	1.20 .29	1.21	1.21 .29	_	_	_	_	_
Federal unemployment insurance	.03	.03	.03	_	_	_	_	_
State unemployment insurance	.12	.12	.12	_	_	_	_	_
Workers' compensation	.61	.64	.66	_	_	_	_	-
Other benefits ⁵	.05	.06	.06	_	_	_	_	_
		P	ercent of	total cor	npensati	on by yea	ar	
			ercent of	total cor	mpensati		ar 103	
	Mar.			total cor	npensation			Dec.
Total compensation		Jun.	02 Sep.			20	03	Dec.
Total compensationWages and salaries		20	02			20	03	Dec.
Wages and salaries Total benefits	100.0 68.7 31.3	Jun. 100.0 68.8 31.2	02 Sep. 100.0 68.6 31.4			20	03	Dec
Wages and salaries Total benefits Paid leave	100.0 68.7 31.3 6.5	Jun. 100.0 68.8 31.2 6.5	02 Sep. 100.0 68.6 31.4 6.5			20	03	Dec.
Wages and salaries Total benefits Paid leave Vacation	100.0 68.7 31.3 6.5 3.4	Jun. 100.0 68.8 31.2 6.5 3.3	Sep. 100.0 68.6 31.4 6.5 3.4	Dec		20 Jun. – –	03	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday	100.0 68.7 31.3 6.5 3.4 2.4	Jun. 100.0 68.8 31.2 6.5 3.3 2.3	Sep. 100.0 68.6 31.4 6.5 3.4 2.3	Dec.		20 Jun. - - - -	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 68.7 31.3 6.5 3.4 2.4	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 .5	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5	Dec		20 Jun. – –	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday	100.0 68.7 31.3 6.5 3.4 2.4	Jun. 100.0 68.8 31.2 6.5 3.3 2.3	Sep. 100.0 68.6 31.4 6.5 3.4 2.3	Dec.		20 Jun. - - - -	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ²	100.0 68.7 31.3 6.5 3.4 2.4 .5	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 .5	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5	Dec.		20 Jun. – – – – – – – – – – – – – – – – – – –	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential	100.0 68.7 31.3 6.5 3.4 2.4 .5 .3 4.4 2.1	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 .5 .3 4.1 2.1	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5 .3 4.2 2.1 .3	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses	100.0 68.7 31.3 6.5 3.4 2.4 .5 .3 4.4 2.1 .3	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 .5 .3 4.1 2.1 .3 1.7	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5 .3 4.2 2.1 .3 1.8	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance	100.0 68.7 31.3 6.5 3.4 2.4 .5 .3 4.4 2.1 .3	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 4.1 2.1 3.3 1.7	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5 .3 4.2 2.1 .3 1.8	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Life	100.0 68.7 31.3 6.5 3.4 2.4 .5 .3 4.4 2.1 .3 1.9 7.9	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 5.3 4.1 2.1 3 1.7 7.9	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 5.3 4.2 2.1 .3 1.8 8.0 .2	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health	100.0 68.7 31.3 6.5 3.4 2.4 .5 3 4.4 2.1 .3 1.9 7.9	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 .5 .3 4.1 2.1 3.7 7.9 2 7.3	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5 .3 4.2 2.1 .3 1.8 8.0 0 .2 7.3	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Life	100.0 68.7 31.3 6.5 3.4 2.4 .5 .3 4.4 2.1 .3 1.9 7.9	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 5.3 4.1 2.1 3 1.7 7.9	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 5.3 4.2 2.1 .3 1.8 8.0 .2	Dec.	Mar.	200 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings	100.0 68.7 31.3 6.5 3.4 2.4 2.5 .3 4.4 2.1 .3 1.9 7.9 .2 7.2 .3 .1 3.5	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 5.3 4.1 2.1 .3 1.7 7.9 .2 7.3 .3 .1 3.5	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5 .3 4.2 2.1 .3 1.8 8.0 .2 7.3 .3	Dec.	Mar.	200 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit	100.0 68.7 31.3 6.5 3.4 2.4 5.3 4.4 2.1 .3 1.9 7.9 .2 7.2 .3 .1 3.5 1.7	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 5.3 4.1 2.1 3.7 7.9 .2 7.3 3.1 1.7	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5 .3 4.2 2.1 .3 1.8 8.0 .2 7.3 .3 .1 3.5 1.7	Dec.	Mar.	200 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 68.7 31.3 6.5 3.4 2.4 2.5 .3 4.4 2.1 .3 1.9 7.9 .2 7.2 .3 .1 1.3 1.7	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 .5 .3 4.1 2.1 3.1 7 7.9 2.2 7.3 3.1 1.7 1.8	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5 .3 4.2 2.1 .3 1.8 8.0 .2 7.3 .3 .1 3.5 1.7	Dec.	Mar.	200 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 68.7 31.3 6.5 3.4 2.4 .5 .3 4.4 2.1 .3 1.9 7.9 .2 7.2 7.2 3.1 1.5 1.7 1.8	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 .5 .3 4.1 2.1 3.1.7 7.9 .2 7.3 3 .1 3.5 1.7 1.8	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5 .3 4.2 2.1 .3 1.8 8.0 .2 7.3 .3 .1 3.5 1.7 1.8 9.0	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security⁴	100.0 68.7 31.3 6.5 3.4 2.4 .5 .3 4.4 2.1 .3 1.9 7.9 .2 7.2 3.1 3.5 1.7 1.8 8.8 5.9	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 5.3 4.1 2.1 1.7 7.9 2 7.3 3.1 3.5 1.7 1.8 9.0 5.9	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5 .3 4.2 2.1 3 1.8 8.0 .2 7.3 3 .1 3.5 1.7 1.8 9.0 5.9	Dec.	Mar.	200 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI	100.0 68.7 31.3 6.5 3.4 2.4 2.5 .3 4.4 2.1 .3 1.9 7.9 .2 7.2 .3 1.7 1.8 8.8 8.5 5.9	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 5.3 4.1 2.1 .3 1.7 7.9 .2 7.3 .3 .1 3.5 1.7 1.8 9.0 5.9 4.7	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 3.5 3.8 8.0 .2 7.3 3.1 3.5 1.7 1.8 9.0 5.9 4.7	Dec.	Mar.	200 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI Medicare	100.0 68.7 31.3 6.5 31.4 2.4 2.5 .3 4.4 2.1 .3 1.9 7.9 2.2 7.2 7.2 3.1 1.7 1.8 8.8 5.9 4.7	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 .5 .3 4.1 2.1 3.1 7 7.9 2 7.3 .3 1.7 1.8 9.0 5.9 4.7 1.1	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5 .3 1.8 8.0 .2 2.1 .3 1.8 8.0 .2 7.3 .3 .1 1.7 1.8 9.0 5.9 4.7 1.1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability Long-term disability Retirement and savings Defined contribution Legally required benefits Social Security ⁴ OASDI	100.0 68.7 31.3 6.5 3.4 2.4 2.5 .3 4.4 2.1 .3 1.9 7.9 .2 7.2 .3 1.7 1.8 8.8 8.5 5.9	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 5.3 4.1 2.1 .3 1.7 7.9 .2 7.3 .3 .1 3.5 1.7 1.8 9.0 5.9 4.7	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 3.5 3.8 8.0 .2 7.3 3.1 3.5 1.7 1.8 9.0 5.9 4.7	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI Medicare Federal unemployment insurance	100.0 68.7 31.3 6.5 3.4 2.4 2.5 .3 4.4 2.1 .3 1.9 7.9 .2 7.2 .3 .1 3.5 1.7 1.8 8.8 5.9 4.7	Jun. 100.0 68.8 31.2 6.5 3.3 2.3 5.5 .3 4.1 2.1 3.1.7 7.9 2.2 7.3 3.1 1.5 1.7 1.8 9.0 5.9 4.7 1.1	Sep. 100.0 68.6 31.4 6.5 3.4 2.3 .5 .3 4.2 2.1 .3 1.8 8.0 .2 7.3 .3 .1 1.5 1.7 1.8 9.0 5.9 4.7 1.1 .1	Dec.	Mar.	200 Jun.	Sep.	Dec.

¹ Includes mining, construction, and

comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

5 Includes severance pay and supplemental unemployment benefits.

¹ Includes mining, construction, and manufacturing.
2 Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).
3 Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.
4 The total employer's cost for Social Security is

Data not available.

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service-producing industries¹

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$20.66	\$20.77	\$20.98	_	_	_	_	_
Wages and salaries		15.41	15.55	_	_	_	_	_
Total benefits		5.36	5.43	_	_	_	_	_
Paid leave		1.38	1.39	_	_	_	_	_
Vacation		.69	.69	_	_	_	_	_
Holiday		.46	.47	_	_	_	_	_
Sick		.18	.18	_	_	_	_	_
Other	.06	.06	.06	_	_	-	_	-
Supplemental pay		.47	.47	-	_	-	_	-
Premium ²		.16	.16	_	_	-	_	-
Shift differential		.05	.05	_	-	-	_	-
Nonproduction bonuses		.26	.26	_	_	-	_	-
Insurance	1.22	1.25	1.28	_	-	-	_	-
Life		.04	.04	_	_	-	_	-
Health		1.16	1.18	_	-	-	_	-
Short-term disability ³		.03	.03	_	-	-	_	-
Long-term disability		.03	.03	_	_	-	_	-
Retirement and savings		.55	.56	_	_	-	_	_
Defined benefit	1	.16	.16	_	_	-	_	_
Defined contribution		.39	.40	_	_	_	_	_
Legally required benefits Social Security ⁴		1.69	1.71	_	_	_	_	_
OASDI		1.28	1.29	_	_	_	_	_
Medicare	_	1.02	1.03	_	_	_	_	_
Federal unemployment insurance		.03	.03	_	_	_	_	_
State unemployment insurance		.03	.03			_		
Workers' compensation		.29	.30					
Other benefits ⁵	.02	.02	.02	_	_	l _	_	l _
	.02		.02					
			ercent of	total cor	npensati			
		20	02			20	03	ı
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
			оср.					
Total compensation	100.0	100.0		_	_	_	_	_
Total compensation		100.0 74.2	100.0	_ _	_	_	-	_ _
Wages and salaries	74.2	74.2	100.0 74.1	- - -	- - -	- - -	- - -	- - -
	74.2 25.8		100.0	- - - -	- - - -	- - -	- - - -	- - -
Wages and salaries Total benefits	74.2 25.8 6.6	74.2 25.8	100.0 74.1 25.9	- - - -	- - - -		- - - -	- - - -
Wages and salaries Total benefits Paid leave	74.2 25.8 6.6 3.3	74.2 25.8 6.6	100.0 74.1 25.9 6.6		- - - - -		- - - -	- - - -
Wages and salaries Total benefits Paid leave Vacation	74.2 25.8 6.6 3.3 2.2	74.2 25.8 6.6 3.3	100.0 74.1 25.9 6.6 3.3		- - - - -		- - - - -	- - - - -
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	74.2 25.8 6.6 3.3 2.2 .9	74.2 25.8 6.6 3.3 2.2 .9	100.0 74.1 25.9 6.6 3.3 2.2		- - - - - -	_ _	- - - - - -	- - - - - -
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2	- - - - -	- - - - - -	- - - -	- - - - - -	- - - - - -
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ²	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 .8	- - - - - -	- - - - - - -	- - - - -	- - - - - - -	- - - - - - -
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 .8		- - - - - - - -	- - - -		
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 .8 .2	-	- - - - - - - -	- - - - -	-	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 1.3 5.9	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 1.3 6.0	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 .8 2.2 .8 1.2	-	-	- - - - -	-	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 8 .2 1.3 5.9	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 8 .2 1.3 6.0	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 .8 .2 .2 6.1	-	-	- - - - - - -	-	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 1.3 5.9 5.5	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 1.3 6.0 .2 5.6	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 .8 .2 1.2 6.1	-	-	- - - - -	-	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³	74.2 25.8 6.6 3.3 2.2 9 3 2.3 .8 .2 1.3 5.9 2 5.5	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 1.3 6.0 .2 5.6	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 .8 .2 1.2 6.1 .2 5.6	-	-	- - - - - - - - - -	-	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 1.3 5.9 .2 5.5	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 1.3 6.0 .2 5.6 .1	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 8.2 1.2 6.1 .2 5.6 .1		-	- - - - - - -		-
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 2 1.3 5.9 .2 5.5 .1 1	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 1.3 6.0 .2 5.6	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 .8 .2 1.2 6.1 .2 5.6 .1	-	- -	-		
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 8 .2 1.3 5.9 .2 5.5 .1 .1 2.7	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 1.3 6.0 .2 5.6 .1 .1	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 .8 .2 1.2 6.1 .2 5.6 .1	-	- -	-		
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 8.2 1.3 5.9 .2 5.5 .1 .1 2.7 .8	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 8.2 1.3 6.0 .2 5.6 .1 .1 2.6 .8	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 .8 .2 1.2 6.1 .1 .2 5.6 .1 .1 2.7 .8	-	- - -	-	_	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 2.2 1.3 5.9 .2 5.5 .1 .1 2.7 .8 1.9	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 1.3 6.0 .2 5.6 .1 .1	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 .8 .2 1.2 6.1 .2 5.6 .1	-	- - - -	-	_ _	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 1.3 5.9 .2 5.5 .1 .1 2.7 .8 1.9 .8 1.9	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 .2 1.3 6.0 .2 5.6 .1 .1 2.6 .8 1.9	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 8.2 1.2 6.1 .2 5.6 .1 .1 2.7 .8	-	- - - -	-	_ _	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 8 .2 1.3 5.9 .2 5.5 .1 1.2.7 .8 1.9 8.1 4.9	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 2.1.3 6.0 .2 5.6 .1 .1 2.6 .8 1.9	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 8.2 1.2 6.1 .1 2.7 .8 1.9 6.1		- - - - -	-	- - -	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 8 .2 1.3 5.9 2.5.5 .1 .1 2.7 .8 1.9 8.1 6.1 4.9	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 8.2 1.3 6.0 .2 5.6 .1 .1 2.6 .8 1.9 .8	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 .8 .2 1.2 5.6 1.1 2.7 .8 1.9 8.2 5.6 6.1		- - - - - -	-	- - - -	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI Medicare Federal unemployment insurance State unemployment insurance	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 .8 2.2 1.3 5.9 .2 5.5 1.1 2.7 .8 1.9 8.1 6.1 4.9 1.2	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 8.2 1.3 6.0 .2 5.6 .1 .1 2.6 8.1 6.2 9.8 1.9 8.1	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 8.2 1.2 6.1 .1 2.7 .8 1.9 8.2 6.1 4.9 1.2		- - - - - -	-	- - - -	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI Medicare Federal unemployment insurance	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 8 .2 1.3 5.9 .2 5.5 .1 .1 2.7 .8 1.9 8.1 6.1 6.1 9.1 1.2	74.2 25.8 6.6 3.3 2.2 .9 .3 2.3 8.2 1.3 6.0 .2 5.6 .1 .1 2.6 8.1 6.2 4.9 8.1	100.0 74.1 25.9 6.6 3.3 2.2 .9 .3 2.2 8.2 1.2 6.1 .1 2.7 .8 1.9 8.2 6.1 4.9 9 8.2		- - - - - - -	-	- - - - -	

comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

5 Includes severance pay and supplemental unemployment benefits.

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
² Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).
³ Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.
⁴ The total employer's cost for Social Security is

Data not available.

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Manufacturing industries

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	003	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$25.20	\$25.30	\$25.33	_	_	_	_	_
Wages and salaries		17.24	17.22	_	_	_	_	_
Total benefits		8.05	8.11	_	_	_	_	_
Paid leave	1.91	1.92	1.92	_	_	-	_	-
Vacation	.97	.97	.97	_	_	-	_	-
Holiday	.70	.70	.70	_	_	-	_	-
Sick	.14	.15	.15	_	_	-	-	-
Other		.10	.10	_	_	-	-	-
Supplemental pay		1.11	1.13	_	_	-	_	-
Premium ¹	.56	.57	.57	_	_	-	_	_
Shift differential	.11	.11	.11	_	_	-	_	_
Nonproduction bonuses Insurance	.46 2.11	.43 2.12	.45 2.15	_	_	-	_	_
Life	.06	.06	.06					
Health	1.92	1.94	1.97	_		_		
Short-term disability ²	.08	.08	.08	_	_	l _	_	l _
Long-term disability		.04	.04	_	_	_	_	_
Retirement and savings		.76	.74	_	_	_	_	-
Defined benefit		.31	.31	_	_	_	_	_
Defined contribution		.44	.43	_	_	-	_	-
Legally required benefits		2.07	2.08	_	_	-	_	-
Social Security ³	1.48	1.48	1.48	_	_	-	_	-
OASDI	1.19	1.19	1.19	_	_	-	-	-
Medicare		.29	.29	_	_	-	-	-
Federal unemployment insurance		.03	.03	_	_	-	-	-
State unemployment insurance		.11	.11	_	_	-	_	-
Workers' compensation Other benefits ⁴		.46	.46	_	_	-	_	-
Other benefits*	.07	.08	.09	_	_	_	_	_
		Р	ercent of	total cor	mpensati	on by yea	ar	
					1			
			02			20	003	
	Mar.			Dec.	Mar.	20 Jun.	003 Sep.	Dec.
Fotal compensation		Jun.	02 Sep.		Mar.			Dec.
	100.0	20 Jun. 100.0	02 Sep.		Mar.			Dec.
Wages and salaries	100.0 68.2	Jun. 100.0 68.1	02 Sep. 100.0 68.0		Mar. - -			Dec.
Wages and salaries Total benefits	100.0 68.2 31.8	Jun. 100.0 68.1 31.8	02 Sep. 100.0 68.0 32.0		Mar. - - -			Dec.
Wages and salaries Total benefits Paid leave	100.0 68.2 31.8 7.6	Jun. 100.0 68.1	02 Sep. 100.0 68.0	Dec	Mar. - - - -	Jun. _ _ _		Dec.
Wages and salaries Total benefits	100.0 68.2 31.8 7.6 3.8	Jun. 100.0 68.1 31.8 7.6	02 Sep. 100.0 68.0 32.0 7.6	Dec	Mar	Jun. _ _ _		Dec.
Wages and salaries Total benefits Paid leave Vacation	100.0 68.2 31.8 7.6 3.8	Jun. 100.0 68.1 31.8 7.6 3.8	Sep. 100.0 68.0 32.0 7.6 3.8	Dec	Mar	Jun. _ _ _		Dec.
Wages and salaries	100.0 68.2 31.8 7.6 3.8 2.8	Jun. 100.0 68.1 31.8 7.6 3.8 2.8	Sep. 100.0 68.0 32.0 7.6 3.8 2.8	Dec	Mar	Jun		Dec.
Wages and salaries	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6.4 4.4	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 .4 4.5	Dec	Mar.	Jun		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6 4 4.4 2.3	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 4 4.5 2.3	Dec.	Mar.	Jun		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6 .4 4.4 2.3	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 4.4 4.5 2.3	Dec.	Mar.	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2 .4	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6 .4 4.4 2.3 .4	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 .4 4.5 2.3 4 1.8	Dec.	Mar.	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2 .4 1.8	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6 4 4.4 2.3 .4 1.7 8.4	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 .4 4.5 2.3 .4 1.8 8.5	Dec.	Mar.	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2 .4 1.8 8.4	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6.4 4.4 2.3 .4 1.7 8.4	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6.4 4.5 2.3 .4 1.8 8.5 .2	Dec.	-	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2 .4 1.8 8.4 .2	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 .6 4 4.4 2.3 .4 1.7 8.4 2.7.7	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 .6 .4 4.5 2.3 .4 1.8 8.5 2.7.8	Dec.	Mar.	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2 .4 1.8 8.4 .2 7.6 6	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6 .4 4.4 2.3 .4 1.7 8.4 .2 7.7 .3	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 .4 4.5 2.3 .4 1.8 8.5 .2 7.8 .3	Dec.	-	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2 .4 1.8 8.4 .2 7.6 3.8 2.8 3.8 3.8 3.8 3.8 3.8 3.8 3.8 3.8 3.8 3	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6 4 4.4 2.3 1.7 8.4 .2 7.7 3.2	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 .4 4.5 2.3 .4 1.8 8.5 .2 7.8 3 .2	Dec.	-	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 68.2 31.8 7.6 3.8 2.8 6 .4 4.5 2.2 .4 4.5 2.2 7.6 3.8 2.2 2.2	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6 .4 4.4 2.3 .4 1.7 8.4 .2 7.7 3.3 2 3.0	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 .4 4.5 2.3 .4 1.8 8.5 .2 7.8 3 .2 2.9	Dec.	-	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2 .4 1.8 8.4 .2 7.6 .3 2.2 2.9	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6 4 4.4 2.3 1.7 8.4 .2 7.7 3.2	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 .4 4.5 2.3 .4 1.8 8.5 .2 7.8 3 .2	Dec.	-	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ² Long-term disability Retirement and savings Defined benefit	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2 .4 1.8 8.4 .2 7.6 .3 .2 2.9 1.2	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 .6 4.4 4.4 2.3 .4 1.7 8.4 2.7,7 3.3 2.2 3.0 1.2	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 .6 4.4 4.5 2.3 .4 1.8 8.5 2 7.8 .3 .2 2.9 1.2	Dec.	-	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2 .4 1.8 8.4 .2 7.6 3.3 .2 2.9 1.2 1.7 8.1	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6 .4 4.4 2.3 .4 1.7 8.4 2.7 7.7 3.2 2.3 0.0 1.2 1.7	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 .4 4.5 2.3 .4 1.8 8.5 .2 7.8 .3 .2 2.9 1.2	Dec.	-	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 68.2 31.8 7.6 3.8 2.8 6 .4 4.5 2.2 4 1.8 8.4 .2 7.6 3.3 2.2 2.9 1.2 1.5 9.1	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 .6 .4 4.4 2.3 .4 1.7 8.4 .2 7.7 .3 .2 3.0 1.2 1.7 8.2	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 .4 4.5 2.3 .4 1.8 8.5 .2 7.8 3 .2 2.9 1.2 1.7 8.2	Dec.	-	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 68.2 31.8 7.6 3.8 2.8 2.6 .4 4.5 2.2 4.8 8.4 .2 7.6 3.8 2.2 1.8 8.4 2.2 7.6 3.8 2.2 7.6 3.8 3.8 3.8 3.8 3.8 3.8 3.8 3.8 3.8 3.8	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6 .4 4.4 2.3 7.7 8.4 .2 7.7 .3 .2 3.0 1.2 1.7 8.2 5.8	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6.4 4.5 2.3 4.1 1.8 8.5 .2 7.8 3.2 2.9 1.2 1.7 8.2 5.8	Dec.	-	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2 .4 1.8 8.4 .2 2.9 1.2 2.9 1.7 8.1 5.9 4.7	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6 .4 4.4 2.3 .4 1.7 8.4 .2 7.7 .3 .2 3.0 1.2 1.7 8.2 5.8 4.7 1.1	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 .4 4.5 2.3 .4 1.8 8.5 .2 7.8 3 .2 2.9 1.7 8.2 5.8 4.7 1.1 1.1	Dec.	-	Jun.		Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance State unemployment insurance	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2 7.6 3.2 2.9 1.2 1.7 8.1 5.9 4.7 1.2	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 .6 .4 4.4 2.3 .7 8.4 .2 7.7 .3 .2 3.0 1.2 1.7 8.2 5.8 4.7 1.1 .1	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 .6 .4 4.5 2.3 .4 1.8 8.5 .2 7.8 3 .2 2.9 1.2 1.7 8.2 5.8 4.7 1.1 .1	Dec.	-	Jun.		Dec.
Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 68.2 31.8 7.6 3.8 2.8 .6 .4 4.5 2.2 7.6 3.2 2.9 1.2 1.7 8.1 5.9 4.7 1.2	Jun. 100.0 68.1 31.8 7.6 3.8 2.8 6 .4 4.4 2.3 .4 1.7 8.4 .2 7.7 .3 .2 3.0 1.2 1.7 8.2 5.8 4.7 1.1	Sep. 100.0 68.0 32.0 7.6 3.8 2.8 6 .4 4.5 2.3 .4 1.8 8.5 .2 7.8 3 .2 2.9 1.7 8.2 5.8 4.7 1.1 1.1	Dec.	-	Jun.		Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overume, weekenus, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acrony...

Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Nonmanufacturing industries¹

Normandiacturing industries			Cost p	per hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$21.06	\$21.20	\$21.41	_	_	_	_	_
Wages and salaries		15.65	15.78	_	_	_	_	_
Total benefits		5.55	5.63	_	_	_	_	_
Paid leave	1.35	1.36	1.36	-	_	_	_	_
Vacation		.68	.68	-	_	_	_	-
Holiday		.45	.46	-	_	_	_	_
Sick	.17	.17	.17	-	_	_	_	_
Other	.05 .52	.05	.05	_	_	_	_	_
Supplemental pay Premium ²	.18	.51 .18	.51 .19	_		_		
Shift differential		.05	.05	_	_	_	_	_
Nonproduction bonuses		.28	.27	_	_	_	_	_
Insurance	1.27	1.30	1.32	_	_	_	_	_
Life	.04	.04	.04	-	_	_	_	_
Health	1.17	1.20	1.22	-	_	_	_	-
Short-term disability ³	.03	.03	.03	-	_	-	-	-
Long-term disability		.03	.03	-	_	-	-	-
Retirement and savings		.60	.62	-	_	_	_	_
Defined benefit Defined contribution	.21	.20	.21	_	_	_	_	_
Legally required benefits		.40 1.77	.40 1.80	_	_	_	_	_
Social Security ⁴	1.73	1.30	1.31	_	_	_	_	_
OASDI	1.03	1.04	1.05	_	_	_	_	_
Medicare		.26	.26	_	_	_	_	_
Federal unemployment insurance	.03	.03	.03	_	_	_	_	_
State unemployment insurance	.09	.09	.09	-	_	_	_	-
Workers' compensation		.35	.37	-	_	_	_	-
Other benefits ⁵	.02	.02	.02	_	_	_	_	_
		P	ercent of	f total cor	mpensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		73.8	73.7	_	_	_	_	_
Total benefits	26.2	26.2	26.3	-	_	_	_	_
Paid leave	6.4	6.4	6.4	-	_	_	_	-
Vacation	3.2	3.2	3.2	-	_	_	_	-
Holiday	2.1	2.1	2.1	-	_	_	_	_
Sick Other	.8 .2	.8 .2	.8 .2	-	_	_	_	_
Supplemental pay	2.5	2.4		_		_		
						_	_	_
			2.4	_	_	_	_	
Premium ²	.9	.8	.9	_ _ _	_ _	_ _	_	_
	.9 .2			- - -	- - -	- - -	- - -	_ _
Premium ²	.9 .2	.8 .2	.9 .2	- -	- - -	- - -	- - -	- - -
Premium ²	.9 .2 1.4 6.0	.8 .2 1.3 6.1	.9 .2 1.3 6.2	- - - -	- - - -	- - - -	- - - -	- - -
Premium ²	.9 .2 1.4 6.0 .2 5.6	.8 .2 1.3 6.1 .2 5.7	.9 .2 1.3 6.2 .2 5.7	- -	- - - - -	- - - -	- - - - -	- - - -
Premium ²	.9 .2 1.4 6.0 .2 5.6	.8 .2 1.3 6.1 .2 5.7	.9 .2 1.3 6.2 .2 5.7	- - - -	- - - - -	- - - -	- - - - -	- - - - -
Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability	.9 .2 1.4 6.0 .2 5.6 .1	.8 .2 1.3 6.1 .2 5.7 .1	.9 .2 1.3 6.2 .2 5.7 .1	- - - - - -	- - - - - -	- - - -	- -	- - - - - -
Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings	.9 .2 1.4 6.0 .2 5.6 .1 .1 2.9	.8 .2 1.3 6.1 .2 5.7 .1 .1 2.8	.9 .2 1.3 6.2 .2 5.7 .1 .1 2.9	- - - -	- - - - - -	- - - - -	-	- - - - -
Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit	.9 .2 1.4 6.0 .2 5.6 .1 .1 2.9	.8 .2 1.3 6.1 .2 5.7 .1 .1 2.8	.9 .2 1.3 6.2 .2 5.7 .1 .1 2.9	- - - - - -		- - - - - -	- -	
Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution	.9 .2 1.4 6.0 .2 5.6 .1 .1 2.9 1.0	.8 .2 1.3 6.1 .2 5.7 .1 .1 2.8 .9	.9 .2 1.3 6.2 .2 5.7 .1 .1 2.9 1.0	- - - - - - - -	- - - - - - - -	- - - - -	- - - -	
Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined contribution Legally required benefits	.9 .2 1.4 6.0 .2 5.6 .1 .1 2.9 1.0 1.9 8.3	.8 .2 1.3 6.1 .2 5.7 .1 .1 2.8 .9 1.9 8.3	.9 .2 1.3 6.2 .2 5.7 .1 .1 2.9 1.0 1.9 8.4	- - - - - -	- - - - - - - - -	- - - - - -	- -	- - - - - - - - -
Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution	.9 .2 1.4 6.0 .2 5.6 .1 .1 2.9 1.0 1.9 8.3 6.1	.8 .2 1.3 6.1 .2 5.7 .1 .1 2.8 .9	.9 .2 1.3 6.2 .2 5.7 .1 .1 2.9 1.0	- - - - - - - -	-	- - - - - -	- - - -	
Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴	.9 .2 1.4 6.0 .2 5.6 .1 .1 2.9 1.0 1.9 8.3 6.1	.8 .2 1.3 6.1 .2 5.7 .1 .1 2.8 .9 1.9 8.3 6.1	.9 .2 1.3 6.2 .2 5.7 .1 .1 2.9 1.0 1.9 8.4 6.1	- - - - - - - -	-		- - - -	-
Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI Medicare Federal unemployment insurance	.9 .2 1.4 6.0 .2 5.6 .1 .1 2.9 1.0 1.9 8.3 6.1 4.9	.8 .2 1.3 6.1 .2 5.7 .1 .1 2.8 .9 1.9 8.3 6.1 4.9	.9 .2 1.3 6.2 .2 5.7 .1 .1 2.9 1.0 1.9 8.4 6.1 4.9	-	-	-	- - - - - -	-
Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI Medicare Federal unemployment insurance State unemployment insurance	.9 .2 1.4 6.0 .2 5.6 .1 .1 .2.9 1.9 8.3 6.1 4.9 1.2	.8 .2 1.3 6.1 .2 5.7 .1 .1 2.8 .9 1.9 8.3 6.1 4.9 1.2	.9 .2 1.3 6.2 .2 5.7 .1 .1 2.9 1.0 1.9 8.4 6.1 4.9 1.2	-	-	-	- - - - - -	-
Premium ² Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI Medicare Federal unemployment insurance	.9 .2 1.4 6.0 .2 5.6 .1 .1 2.9 1.0 1.9 8.3 6.1 4.9	.8 .2 1.3 6.1 .2 5.7 .1 .1 2.8 .9 1.9 8.3 6.1 4.9	.9 .2 1.3 6.2 .2 5.7 .1 .1 2.9 1.0 1.9 8.4 6.1 4.9 1.2	-	-	-	- - - - - -	-

¹ Includes all industries except manufacturing.
² Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).
³ Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.
⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acrony...

Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 4. Private industry workers, by major geographic region: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

Northeast

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$25.00	\$25.03	\$25.20	_	_	_	_	_
Wages and salaries		17.97	18.04	_	_	_	_	_
Total benefits		7.06	7.16	_	_	_	_	_
Paid leave	1.83	1.82	1.84	_	_	_	_	-
Vacation	.92	.91	.93	_	_	_	_	-
Holiday		.61	.62	_	_	_	_	-
Sick		.22	.22	_	_	_	_	-
Other		.08	.08	_	_	_	_	_
Supplemental pay Premium ¹		.75	.75	_	_	_	_	_
Shift differential		.22	.22					
Nonproduction bonuses		.47	.46	_	_	_	_	_
Insurance		1.65	1.70	_	_	_	_	_
Life		.05	.05	_	_	_	_	_
Health		1.52	1.56	_	_	_	_	_
Short-term disability ²		.05	.06	_	-	_	_	-
Long-term disability		.03	.03	_	_	_	_	-
Retirement and savings	.80	.79	.82	_	_	_	_	_
Defined benefit		.27	.28	_	_	_	_	-
Defined contribution		.53	.54	_	_	_	_	-
Legally required benefits		2.00	2.02	_	_	_	_	-
Social Security ³		1.47	1.48	_	_	_	_	-
OASDI		1.17	1.18	_	_	_	_	-
Medicare		.30	.30	_	_	_	_	_
Federal unemployment insurance .		.03	.03	_	_	_	_	_
State unemployment insurance Workers' compensation		.35	.36	_		_	_	_
Other benefits ⁴	.04	.04	.04	_	_	_	_	_
Outor Donollo								
Citor pononio		l P	ercent of	total cor	npensati	on by yea	<u> </u> ar	
Sale serence			ercent of	total cor	mpensati		ar 103	
Sale perene	Mar.			total cor	mpensation			Dec.
	Mar.	Jun.	02 Sep.			20	03	Dec.
Fotal compensation	Mar.	Jun. 100.0	02 Sep.			20	03	Dec.
Fotal compensation Wages and salaries	Mar.	Jun. 100.0 71.8	02 Sep. 100.0 71.6			20	03	Dec.
Fotal compensation	Mar. 100.0 71.9 28.2	Jun. 100.0 71.8 28.2	02 Sep. 100.0 71.6 28.4			20	03	Dec.
Fotal compensation	Mar. 100.0 71.9 28.2 7.3	Jun. 100.0 71.8 28.2 7.3	02 Sep. 100.0 71.6 28.4 7.3	Dec		20	03	Dec.
Fotal compensation	Mar. 100.0 71.9 28.2 7.3 3.7	Jun. 100.0 71.8 28.2 7.3 3.6	Sep. 100.0 71.6 28.4 7.3 3.7	Dec		20	03	Dec.
Fotal compensation	Mar. 100.0 71.9 28.2 7.3 3.7 2.5	Jun. 100.0 71.8 28.2 7.3	02 Sep. 100.0 71.6 28.4 7.3	Dec		20	03	Dec.
Fotal compensation	Mar. 100.0 71.9 28.2 7.3 3.7 2.5	Jun. 100.0 71.8 28.2 7.3 3.6 2.4	Sep. 100.0 71.6 28.4 7.3 3.7 2.5	Dec.		20	03	Dec.
Fotal compensation	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 3 3.1	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9	Sep. 100.0 71.6 28.4 7.3 3.7 2.5	Dec.		20	03	Dec.
Fotal compensation	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.11	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 .9 .3 3.0 .9	Dec.		20	03	Dec.
Fotal compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .9	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0 .9	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 .9 .3 3.0 .9 .2	Dec.		20 Jun.	Sep.	Dec.
Fotal compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .2 2.0	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0 .9 .2 1.9	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 .9 .3 3.0 .9 .2 1.8	Dec.		20 Jun.	Sep.	Dec.
Fotal compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 9 .3 3.1 .9 .2 2.0 6.5	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0 .9 .2 1.9 6.6	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 9 .3 3.0 .9 .2 1.8 6.7	Dec.		20 Jun.	Sep.	Dec.
Fotal compensation	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .2 2.0 6.5 .2	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 3 3.0 .9 .2 1.9 6.6 .2	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 9 .3 3.0 .9 .2 1.8 6.7 .2	Dec.		20 Jun.	Sep.	Dec.
Fotal compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .2 2.0 6.5 .2 5.9	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0 .9 .2 1.9 6.6 .2 6.1	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 .9 .3 3.0 .9 .2 1.8 6.7 .2 6.2	Dec.	Mar.	20 Jun.	Sep.	Dec.
Fotal compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ²	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .2 2.0 6.5 .2 5.9 .2	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0 .9 .2 1.9 6.6 .2 6.1 .2	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 .9 .3 3.0 .9 .2 1.8 6.7 .2 6.2	Dec.		20 Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 9 .3 3.1 .9 2.2 0.6.5 .2 5.9 .2 1.1	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0 .9 .1.9 6.6 .2 6.1 .2 .1	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 9 .3 3.0 .9 2 1.8 6.7 .2 6.2 .1	Dec.	Mar.	20 Jun.	Sep.	
Fotal compensation	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 9 .3 3.1 .9 .2 2.0 6.5 .2 5.9 .2 1 3.2	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 9 .3 3.0 .9 .2 1.9 6.6 .2 6.1 .2 .1 3.2	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 9 .3 3.0 .9 .2 1.8 6.7 .2 6.2 .1 3.3	Dec.	Mar.	20 Jun.	Sep.	Dec.
Fotal compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ² Long-term disability Retirement and savings Defined benefit	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .2 2.0 6.5 .2 5.9 .2 1.1	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 3 3.0 .9 .2 1.9 6.6 .2 6.1 .2 .1 3.2 1.1	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 9 .3 3.0 .9 .2 1.8 6.7 .2 6.2 .2 1.1 3.3	Dec.	Mar.	20 Jun.	Sep.	
Fotal compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .2 2.0 6.5 .2 2.0 1.1 3.2 1.1 2.1	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0 .9 .2 1.9 6.6 .2 .1 .2 .1 3.2 1.1 2.1	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 .9 .3 3.0 .9 .2 1.8 6.7 .2 .2 .1 3.3 1.1 2.1	Dec.	Mar.	20 Jun.	Sep.	
Fotal compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ² Long-term disability Retirement and savings Defined contribution Legally required benefits	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .2 2.0 6.5 .2 5.9 .2 .1 3.2 1.1 2.1 7.9	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0 .9 .2 1.9 6.6 .2 6.1 3.2 .1 3.2 1.1 8.0	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 .9 .3 3.0 .9 .2 1.8 6.7 .2 6.2 .1 3.3 1.1 2.1 8.0	Dec.	Mar.	20 Jun.	Sep	
Fotal compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .2 2.0 6.5 .2 5.9 .2 1.1 3.2 1.1 7.9 5.9	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0 .9 .2 1.9 6.6 .2 .1 .2 .1 3.2 1.1 2.1	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 .9 .3 3.0 .9 .2 1.8 6.7 .2 .2 .1 3.3 1.1 2.1	Dec.	Mar.	20 Jun.	Sep	
Fotal compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .2 2.0 6.5 .2 5.9 .2 1.1 2.1 7.9 5.9 4.7	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0 .9 2.1 1.9 6.6 .2 6.1 .2 .1 3.2 1.1 2.1 8.0 5.9	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 9 .3 3.0 .9 2 1.8 6.7 .2 6.2 .1 3.3 1.1 2.1 8.0 5.9	Dec.	Mar.	20 Jun.	Sep	
Fotal compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .2 2.0 6.5 .2 5.9 .2 .1 3.2 1.1 7.9 5.9 4.7 1.2 .1	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 9 .3 3.0 .9 .2 1.9 6.6 .2 6.1 .2 1.1 3.2 1.1 2.1 8.0 5.9 4.7	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 9 .3 3.0 .9 .2 1.8 6.7 .2 6.2 .2 .1 3.3 1.1 2.1 8.0 5.9 4.7	Dec.	Mar.	20 Jun.	Sep.	
Total compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .2 2.0 6.5 .2 5.9 .2 .1 3.2 1.1 2.1 7.9 5.9 4.7 1.2 .1 6	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0 .9 .2 1.9 6.6 .2 6.1 .1 3.2 1.1 2.1 8.0 5.9 4.7 1.2 .1	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 .9 .3 3.0 .9 .2 1.8 6.7 .2 6.2 .1 3.3 1.1 2.1 8.0 5.9 4.7 1.2 .1 .6	Dec.	Mar.	20 Jun.	Sep.	
Total compensation Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	Mar. 100.0 71.9 28.2 7.3 3.7 2.5 .9 .3 3.1 .9 .2 2.0 6.5 .2 5.9 .2 1.1 2.1 7.9 5.9 4.7 1.2 .1 6.6 6.1.4	Jun. 100.0 71.8 28.2 7.3 3.6 2.4 .9 .3 3.0 .9 .2 1.9 6.6 .2 1.1 3.2 1.1 2.1 8.0 5.9 4.7 1.2	Sep. 100.0 71.6 28.4 7.3 3.7 2.5 .9 .3 3.0 .9 .2 1.8 6.7 .2 .2 .1 3.3 1.1 2.1 8.0 5.9 4.7 1.2 .1	Dec.	Mar.	20 Jun.	Sep.	

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

4 Includes severance pay and supplemental

and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide

benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

unemployment benefits.

Data not available.

Table 4. Private industry workers, by major geographic region: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

South

			Cost r	oer hour v	worked b	v vear		
Compensation		20	02				103	
component	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
							334	
Total compensation		\$19.64	\$19.73	-	-	-	-	-
Wages and salaries	14.34	14.47	14.52	-	_	_	_	_
Total benefits Paid leave	5.14 1.24	5.17 1.25	5.21 1.24	_	_	_	_	_
Vacation	.62	.63	.62	_	_	_	_	_
Holiday		.42	.42	_	_	_	_	_
Sick	.14	.15	.15	-	_	_	_	_
Other	.05	.05	.05	-	_	_	_	-
Supplemental pay Premium ¹	.50 .22	.49 .22	.50 .22	_	_	_	_	_
Shift differential	.04	.04	.04	_	_	_	_	_
Nonproduction bonuses	.24	.23	.23	_	_	_	_	_
Insurance	1.25	1.27	1.28	-	_	_	_	_
Life	.04	.04	.04	-	_	_	_	-
Health	1.14	1.16	1.17	-	_	_	_	_
Short-term disability ²		.04	.04	-	_	_	_	_
Long-term disability Retirement and savings	.03 .52	.03	.03 .51	_	_	_	_	_
Defined benefit		.16	.16	_	_	_	_	_
Defined contribution	.35	.35	.35	_	_	_	_	_
Legally required benefits	1.61	1.64	1.65	-	_	_	_	_
Social Security ³		1.21	1.22	-	_	_	_	_
OASDI	.97	.98	.98	-	_	_	_	_
Medicare Federal unemployment insurance	.23	.24	.24	_	_	_	_	_
State unemployment insurance		.03	.03	_	_	_	_	_
Workers' compensation		.33	.34	_	_	_	_	_
Other benefits ⁴	.02	.02	.03	_	-	_	_	-
		F	ercent of	f total cor	npensati	on by yea	ar	<u> </u>
			ercent of	f total cor	mpensati		ar 103	
	Mar.			f total cor	npensation			Dec.
		Jun.	02 Sep.			20	03	Dec.
Total compensation	100.0	Jun. 100.0	02 Sep.	Dec.	Mar.	20 Jun.	03	Dec.
Wages and salaries	100.0 73.6	Jun. 100.0 73.7	02 Sep. 100.0 73.6			20	03	Dec
Wages and salaries Total benefits	100.0 73.6 26.4	Jun. 100.0 73.7 26.3	02 Sep. 100.0 73.6 26.4	Dec.	Mar.	20 Jun.	03	Dec.
Wages and salaries	100.0 73.6	Jun. 100.0 73.7	02 Sep. 100.0 73.6	Dec.	Mar.	20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave	100.0 73.6 26.4 6.4	Jun. 100.0 73.7 26.3 6.4	02 Sep. 100.0 73.6 26.4 6.3	Dec	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 73.6 26.4 6.4 3.2 2.2	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8	Dec.	Mar.	20 Jun. - - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 73.6 26.4 6.4 3.2 2.2 .7	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3 2.5	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5	Dec.	Mar.	20 Jun. - - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 73.6 26.4 6.4 3.2 2.2 .7	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3 2.5 1.1	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5 1.1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 .2 1.2	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3 2.5 1.1 .2 6.5	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5 1.1 .2 6.5	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shiff differential Nonproduction bonuses Life	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 .2 1.2 6.4	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 3 2.5 1.1 .2 6.5 .2	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 3 2.5 1.1 .2 1.2 6.5 .2	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 .2 1.2 6.4 .2	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3 2.5 1.1 .2 1.2 6.5 .2	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5 1.1 .2 1.2 6.5 .2	Dec.	Mar.	20 Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 .2 6.4 .2 5.8	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 3 2.5 1.1 .2 6.5 .2	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 3 2.5 1.1 .2 1.2 6.5 .2	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 .2 6.4 .2 5.8 .2 .2	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3 2.5 1.1 .2 6.5 .2 5.9	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5 1.1 .2 1.2 6.5 .2 5.9	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 .2 1.2 6.4 .2 5.8 .2 .2 2.7	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 8 3 2.5 1.1 .2 6.5 .2 5.9 .2 2.6 .8	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5 1.1 .2 1.2 6.5 .2 5.9 .2 2.6 .8	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 .2 1.2 6.4 .2 .2 .2 .7	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3 2.5 1.1 .2 1.2 6.5 .2 2.6 5.9 .2 2.6 .8 1.8	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5 1.1 .2 1.2 6.5 .2 2.6 .8 1.8	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 .2 1.2 6.4 .2 5.8 .2 .2 .2 .7 .8 .8 .8 .8 .8 .8 .8 .8 .8 .8 .8 .8 .8	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3 2.5 1.1 .2 6.5 .2 5.9 .2 2.6 .8 1.8 1.8	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5 1.1 .2 6.5 .2 5.9 .2 .2 2.6 .8 1.8 1.8	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 .2 1.2 6.4 .2 5.8 .2 .2 2.7 .9 1.8 8.3 6.2	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3 2.5 1.1 .2 6.5 .2 5.9 .2 2.6 .8 1.8 8.4 6.2	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5 1.1 .2 6.5 .2 5.9 .2 2.6 .8 1.8 8.4 6.2	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 .2 6.4 .2 5.8 .2 2.7 .9 1.8 8.3 6.2 5.0	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3 2.5 1.1 .2 6.5 .2 5.9 .2 2.6 .8 1.8 1.8	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5 1.1 .2 6.5 .2 5.9 .2 .2 2.6 .8 1.8 1.8	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 .2 1.2 6.4 .2 .2 .2 .7 .9 .8 .8 .2 .2 .7 .8 .8 .2 .2 .2 .7 .8 .8 .9 .9 .9 .9 .9 .9 .9 .9 .9 .9 .9 .9 .9	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 8 .3 2.5 1.1 .2 1.2 6.5 .2 2.6 .8 1.8 8.4 6.2 5.0	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5 1.1 .2 1.2 6.5 .2 2.6 .8 1.8 8.4 6.2 5.0	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance State unemployment insurance	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 .2 5.8 .2 .2 .2 .7 .9 1.8 8.3 6.2 5.0 1.2 3.3	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3 2.5 1.1 .2 6.5 .2 5.9 .2 2.6 .8 1.8 8.4 6.2 5.0 1.2 2.4	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5 1.1 .2 6.5 .2 5.9 .2 2.6 .8 1.8 8.4 6.2 5.0 1.2 2.4	Dec.	Mar.	20 Jun	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 73.6 26.4 6.4 3.2 2.2 .7 .3 2.6 1.1 2 6.4 .2 5.8 .2 .2 2.7 .9 1.8 8.3 6.2 5.0 1.2	Jun. 100.0 73.7 26.3 6.4 3.2 2.1 .8 .3 2.5 1.1 .2 6.5 .2 2.6 .8 1.8 8.4 6.2 5.0 1.2 2.2	Sep. 100.0 73.6 26.4 6.3 3.1 2.1 .8 .3 2.5 1.1 .2 1.2 6.5 .2 2.6 .8 1.8 8.4 6.2 5.0 1.2 .2	Dec.	Mar.	20 Jun.	Sep	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overtime, weekends, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 4. Private industry workers, by major geographic region: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Midwest

			Cost p	per hour	worked b	y year		
Compensation component		20	02			20	003	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$21.25	\$21.38	\$21.62	_	_	_	_	_
Wages and salaries	15.29	15.38	15.54	_	_	_	_	_
Total benefits		6.00	6.08	_	_	_	_	_
Paid leave	1.35	1.36	1.38	_	_	_	_	_
Vacation	.68	.68	.69	-	_	-	-	_
Holiday	.47	.47	.48	-	_	-	-	_
Sick	.14	.14	.14	-	_	-	-	_
Other	.07	.07	.07	-	_	-	_	-
Supplemental pay	.73	.72	.71	-	_	-	_	_
Premium ¹	.30	.31	.30	-	_	-	_	_
Shift differential	.08	.08	.08	_	_	_	_	_
Nonproduction bonuses Insurance	.35 1.47	.33 1.50	.33 1.52	_	_	_	_	_
Life	.04	.04	.04	_	_	_	_	_
Health	1.35	1.38	1.40	_		_		
Short-term disability ²		.05	.05	_	_	_	_	_
Long-term disability	.03	.03	.04	_	_	_	_	_
Retirement and savings	.63	.62	.64	_	-	l –	_	l –
Defined benefit	.28	.27	.28	_	_	_	_	_
Defined contribution	.35	.35	.36	_	_	_	_	_
Legally required benefits	1.75	1.76	1.79	-	_	-	-	_
Social Security ³	1.29	1.29	1.31	-	_	-	-	_
OASDI	1.04	1.04	1.05	-	_	-	-	_
Medicare	.25	.25	.26	-	_	-	-	_
Federal unemployment insurance	.03	.03	.03	-	_	-	-	_
State unemployment insurance		.09	.09	-	_	-	_	-
Workers' compensation	.34	.35	.36	-	_	-	-	_
Other benefits ⁴	.03	.03	.04	_	_	_	_	_
		_						
		P	ercent of	f total cor	mpensati	on by ye	ar	
			ercent of	f total cor	mpensati		ar)03	
	Mar.			f total cor	mpensation			Dec.
Total compensation		Jun.	02 Sep.			20	003	Dec.
Total compensation	100.0	20 Jun. 100.0	02 Sep.		Mar.	20	903 Sep.	Dec.
Wages and salaries	100.0 72.0	Jun. 100.0 71.9	02 Sep. 100.0 71.9	Dec.		20	003	Dec.
	100.0	20 Jun. 100.0	02 Sep.	Dec.	Mar.	20	903 Sep.	Dec.
Wages and salaries Total benefits	100.0 72.0 28.0	Jun. 100.0 71.9 28.1	02 Sep. 100.0 71.9 28.1	Dec.	Mar.	20	903 Sep.	Dec
Wages and salaries Total benefits Paid leave	100.0 72.0 28.0 6.4	Jun. 100.0 71.9 28.1 6.4	02 Sep. 100.0 71.9 28.1 6.4	Dec	Mar.	20	Sep	Dec
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 72.0 28.0 6.4 3.2 2.2	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 .6	Dec	Mar.	20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 72.0 28.0 6.4 3.2 2.2 .7	200 Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 .6 .3	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 63 3.3	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.4	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 6 3 3.3 1.4	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.4	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 6 3.3 3.3 1.4	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses	100.0 72.0 28.0 6.4 3.2 2.7 .3 3.4 1.4 .4	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4 1.5	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 6 .3 3.3 1.4 1.5	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.4 4.6 6.9	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4 .4 .5 7.0	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 6 3 3.3 1.4 4 .4 7.5 7.0	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shiff differential Nonproduction bonuses Insurance Life	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.4 .4 1.6 6.9	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4 .4 1.5 7.0 .2	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 6.6 3 3.3 1.4 4.1.5 7.0 .2	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.4 .4 1.6 6.9 .2 6.4	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4 1.5 7.0 0 2 6.5	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 .6 .3 3.3 1.4 .4 1.5 7.0 0 2 6.5	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.4 4 6.9 .2 6.4	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4 1.5 7.0 .2 6.5 .2	Sep. 100.0 71.9 28.1 6.4 3.2 2.6 .3 3.3 1.4 4.5 7.0 .2 6.5 .2	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.4 4.6 6.9 .2 6.4 .2	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 7 .3 3.4 1.4 1.5 7.0 .2 6.5 2 .1	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 63 3.3 1.4 4.5 7.0 .2 6.5 2.2	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.4 4 6.9 .2 6.4	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4 1.5 7.0 .2 6.5 .2	Sep. 100.0 71.9 28.1 6.4 3.2 2.6 .3 3.3 1.4 4.5 7.0 .2 6.5 .2	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.4 .4 6.9 .2 6.4 .2 .1 3.0	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4 .4 1.5 7.0 .2 6.5 .2 .1 2.9 1.3	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 6.6 .3 3.3 1.4 .4 1.5 7.0 .2 6.5 .2 3.0 1.3	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability² Retirement and savings Defined benefit	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.6 6.9 .2 6.4 .2 .1 3.0 1.3	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4 .4 .5 7.0 .2 6.5 .2 .1 2.9	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 6.6 .3 3.3 1.4 .4 .5 7.0 .2 6.5 .2 3.0	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.6 6.9 .2 6.4 .2 .1 3.0 1.3	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4 1.5 7.0 .2 6.5 .2 .1 2.9 1.3 1.6	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 6.6 .3 3.3 1.4 4.5 7.0 2.2 6.5 .2 2.3 3.1 1.7	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.6 6.9 .2 6.4 .2 .1 3.0 1.3 1.6 8.2	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4 1.5 7.0 .2 6.5 .2 .1 2.9 1.3 1.6 8.2	Sep. 100.0 71.9 28.1 6.4 3.2 2.6 .3 3.3 1.4 1.5 7.0 .2 6.5 .2 .2 3.0 1.3 1.7 8.3	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.6 6.9 .2 6.4 .2 .1 3.0 1.3 1.6 8.2 6.1	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 7 .3 3.4 1.4 4.5 7.0 .2 6.5 .2 .1 2.9 1.3 1.6 8.2 6.0	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 6.6 .3 3.3 1.4 4 1.5 7.0 .2 6.5 .2 3.0 1.3 1.7 8.3 6.1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.6 6.9 .2 6.1 3.0 1.3 6.1 4.9 1.2	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4 .4 1.5 7.0 .2 6.5 .2 .1 2.9 1.3 1.6 8.2 6.0 4.9	Sep. 100.0 71.9 28.1 6.4 3.2 2.2 6.6 .3 3.3 1.4 .4 .1.5 7.0 .2 6.5 .2 3.0 1.3 1.7 8.3 6.1 4.9	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance State unemployment insurance	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.6 6.9 .2 6.4 .2 .1 3.0 1.3 1.6 8.2 6.1 4.9	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4 1.4 1.5 7.0 .2 6.5 .1 2.9 1.3 1.6 8.2 6.0 4.9 1.2 1.4	Sep. 100.0 71.9 28.1 6.4 3.2 2.6 .3 3.3 1.4 1.5 7.0 .2 6.5 2.2 3.0 1.3 1.7 8.3 6.1 4.9 1.2 .1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 72.0 28.0 6.4 3.2 2.2 .7 .3 3.4 1.6 6.9 .2 6.4 .2 .1 3.0 1.3 1.6 8.2 6.1 4.9	Jun. 100.0 71.9 28.1 6.4 3.2 2.2 .7 .3 3.4.4 1.5 7.0 .2 6.5 .2 .1 2.9 1.3 1.6 8.2 6.0 4.9 1.2 .1	Sep. 100.0 71.9 28.1 6.4 3.2 2.6 .3 3.3 1.4 1.5 7.0 .2 6.5 .2 2 3.0 1.3 1.7 8.3 6.1 4.9 1.2 .1	Dec.	Mar.	20 Jun.	Sep	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overume, weekenus, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 4. Private industry workers, by major geographic region: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

West

			Cost p	er hour v	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		\$22.82	\$23.04	_	_	_	_	_
Wages and salaries	16.68	16.78	16.92	_	_	_	_	_
Total benefits Paid leave	5.99 1.48	6.05 1.49	6.12 1.50	_	_	_	_	-
Vacation	.74	.74	.75	_	_	_	_	_
Holiday	.51	.51	.51	_	_	_	_	_
Sick	.19	.19	.19	_	_	_	_	_
Other	.05	.05	.05	-	-	-	_	-
Supplemental pay	.52	.52	.51	-	-	_	_	-
Premium ¹	.23	.24	.24	_	_	_	_	-
Shift differential	.05	.05	.05	_	_	_	_	-
Nonproduction bonuses Insurance	.24 1.35	1.38	.23 1.40	_	_	_	_	_
Life	.04	.04	.04	_	_	_	_	_
Health	1.26	1.29	1.31	_	_	_	_	_
Short-term disability ²	.03	.03	.03	_	_	_	_	-
Long-term disability	.03	.03	.03	_	-	_	_	-
Retirement and savings	.65	.65	.65	_	-	_	_	-
Defined benefit	.22	.22	.22	_	_	_	_	_
Defined contribution	.43	.43	.43	_	_	_	_	-
Legally required benefits Social Security ³	1.97 1.39	1.99 1.40	2.04 1.41	_	_	_	_	_
OASDI	1.12	1.12	1.13	_	_	_	_	_
Medicare	.27	.27	.28	_	_	_	_	_
Federal unemployment insurance	.03	.03	.03	_	-	_	_	_
State unemployment insurance	.12	.11	.12	-	-	-	_	-
Workers' compensation	.43	.45	.48	_	-	_	_	-
Other benefits ⁴	.02	.02	.02	_	-	_	_	_
		Р	ercent of	total cor	npensatio	on by yea	ar ———	
			ercent of	total cor	npensatio		ar 103	
	Mar.			total cor	mpensatio			Dec.
Total compensation		Jun.	02 Sep.			20	03	Dec.
Total compensation	100.0	20 Jun. 100.0	02 Sep.			20	03	Dec.
Total compensation		Jun.	02 Sep.	Dec.		20	03	Dec.
Wages and salaries	100.0 73.5	Jun. 100.0 73.5	02 Sep. 100.0 73.4 26.6 6.5	Dec.		20	03	Dec.
Wages and salaries Total benefits Paid leave Vacation	100.0 73.5 26.4 6.5 3.3	Jun. 100.0 73.5 26.5 6.5 3.2	Sep. 100.0 73.4 26.6 6.5 3.3	Dec.		20	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday	100.0 73.5 26.4 6.5 3.3 2.2	Jun. 100.0 73.5 26.5 6.5 3.2 2.2	Sep. 100.0 73.4 26.6 6.5 3.3 2.2	Dec		20 Jun. - - - -	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 73.5 26.4 6.5 3.3 2.2	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 .8	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 .8	Dec.		20 Jun. - - -	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 73.5 26.4 6.5 3.3 2.2 .8	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 .8 .2	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 .8 .2	Dec		20 Jun. - - - -	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 73.5 26.4 6.5 3.3 2.2 .8 .2 2.3	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 2.3	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 .8 .2 2.2	Dec.		20 Jun. - - - -	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 73.5 26.4 6.5 3.3 2.2 .8	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 .8 .2	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 .8 .2	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 73.5 26.4 6.5 3.3 2.2 .8 .2 2.3 1.0	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 .8 .2 2.3 1.1	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 .8 .2 2.2 1.0	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 73.5 26.4 6.5 3.3 2.2 .8 .2 2.3 1.0 .2 1.1 6.0	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 2.3 1.1 .2 1.0 6.0	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 2.2 1.0 6.1	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shiff differential Nonproduction bonuses Life	100.0 73.5 26.4 6.5 3.3 2.2 .8 .2 2.3 1.0 .2 1.1 6.0	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 2.3 1.1 .2 1.0 6.0 .2	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 8 2 2.2 1.0 .2 1.0 6.1 .2	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 73.5 26.4 6.5 3.3 2.2 .8 .2 2.3 1.0 .2 1.1 6.0 .2	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 .8 .2 2.3 1.1 .2 1.0 6.0 .2 5.7	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 .8 .2 2.2 2.2 1.0 .2 1.0 6.1 .2 5.7	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 73.5 26.4 6.5 3.3 2.2 .8 .2 2.3 1.0 .2 1.1 6.0 .2 5.6	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 2.3 1.1 .2 1.0 6.0 .2 5.7 .1	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 2.2 1.0 6.1 .2 5.7	Dec.		20 Jun.	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	100.0 73.5 26.4 6.5 3.3 2.2 .8 .2 2.3 1.0 .2 1.1 6.0 .2	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 .8 .2 2.3 1.1 .2 1.0 6.0 .2 5.7	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 .8 .2 2.2 2.2 1.0 .2 1.0 6.1 .2 5.7	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit	100.0 73.5 26.4 6.5 3.3 2.2 2.3 1.0 .2 1.1 6.0 .2 5.6 .1	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 .8 .2 2.3 1.1 .2 1.0 6.0 .2 5.7 .1	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 2.2 1.0 6.1 .2 5.7 .1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 73.5 26.4 6.5 3.3 2.2 .8 .2 2.3 1.0 .2 1.1 6.0 .2 5.6 .1 .1 2.9	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 2.3 1.1 .2 1.0 6.0 .2 5.7 .1 .1 2.8 1.0 1.9	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 2.2 1.0 6.1 .2 5.7 .1 .1 2.88 1.0 1.9	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 73.5 26.4 6.5 3.3 2.2 2.3 1.0 .2 1.1 6.0 .2 5.6 .1 .1 2.9 1.0 1.9	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 2.3 1.1 .2 1.0 6.0 .2 5.7 .1 .1 2.8 1.0 1.9 8.7	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 2.2 1.0 6.1 .2 5.7 .1 .1 2.8 1.0 1.9 8.9	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 73.5 26.4 6.5 3.3 2.2 2.3 1.0 .2 1.1 6.0 .2 5.6 1.1 .1 2.9 1.0 1.9 8.7 6.1	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 8 .2 2.3 1.1 2 1.0 6.0 .2 5.7 .1 .1 2.8 1.0 1.9 8.7 6.1	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 2.2 1.0 6.1 .2 5.7 .1 2.8 1.0 1.9 8.9 6.1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI	100.0 73.5 26.4 6.5 3.3 2.2 .8 .2 2.3 1.0 .2 5.6 .1 1.1 2.9 1.0 1.9 8.7 6.1	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 8 .2 2.3 1.1 .2 1.0 6.0 .2 5.7 .1 2.8 1.0 1.9 8.7 6.1 4.9	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 2.2 1.0 6.1 .2 5.7 .1 2.8 1.0 1.9 8.9 6.1 4.9	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 73.5 26.4 6.5 3.3 2.2 2.8 .2 2.3 1.0 .2 1.1 6.0 .2 5.6 .1 .1 2.9 1.0 1.9 8.7 6.1 4.9	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 2.3 1.1 .2 1.0 6.0 .2 5.7 .1 .1 2.8 1.0 1.9 8.7 6.1 4.9 1.2	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 2.2 1.0 6.1 1.2 5.7 .1 .1 2.8 1.0 1.9 8.9 6.1 4.9	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 73.5 26.4 6.5 3.3 2.2 2.3 1.0 .2 1.1 6.0 .2 5.6 .1 .1 2.9 1.0 1.9 8.7 6.1 4.9 1.9	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 2.3 1.1 .2 1.0 6.0 .2 5.7 .1 .1 2.8 1.0 1.9 8.7 6.1 4.9 1.2 .1	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 2.2 1.0 6.1 .2 5.7 .1 .1 2.8 1.0 1.9 8.9 6.1 4.9 1.2 .1	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 73.5 26.4 6.5 3.3 2.2 2.8 .2 2.3 1.0 .2 1.1 6.0 .2 5.6 .1 .1 2.9 1.0 1.9 8.7 6.1 4.9	Jun. 100.0 73.5 26.5 6.5 3.2 2.2 2.3 1.1 .2 1.0 6.0 .2 5.7 .1 .1 2.8 1.0 1.9 8.7 6.1 4.9 1.2	Sep. 100.0 73.4 26.6 6.5 3.3 2.2 2.2 1.0 6.1 1.2 5.7 .1 .1 2.8 1.0 1.9 8.9 6.1 4.9	Dec.	Mar.	20 Jun.	Sep	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overtime, weekends, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acrony...

Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 5. Private industry workers, by bargaining status: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

Union

Union			Cost r	oer hour v	worked b	v vear		
Compensation		20	02		Worked B		03	
component	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total companyation	COO 40	¢00.00	# 00.00					
Total compensation		\$29.66	\$30.06	_	_	_	_	_
Wages and salaries	19.33	19.47	19.69	_	_	_	_	_
Total benefits	10.09	10.19	10.37	_	_	_	_	_
Paid leave Vacation	2.08 1.08	2.09 1.07	2.13 1.10	_	_	_	_	_
	.68	.68		_	_	_	_	_
Holiday Sick	.23	.24	.69 .24	_				
Other	.10	.10	.10	_	_	_	_	_
Supplemental pay	1.08	1.04	1.05	_	_	_	_	_
Premium ¹	.66	.67	.67	_	_	_	_	_
Shift differential	.16	.16	.16	_	_	_	_	_
Nonproduction bonuses	.26	.21	.21	_	_	_	_	-
Insurance	2.76	2.84	2.90	_	_	_	_	l –
Life	.07	.06	.07	_	_	_	_	_
Health	2.57	2.65	2.70	_	_	_	_	-
Short-term disability ²	.08	.08	.08	_	_	_	_	l –
Long-term disability	.05	.05	.05	_	_	_	_	l –
Retirement and savings	1.64	1.65	1.68	-	_	_	_	-
Defined benefit	1.16	1.16	1.20	_	_	_	_	-
Defined contribution	.48	.49	.49	-	_	_	_	-
Legally required benefits	2.46	2.49	2.54	-	-	-	_	-
Social Security ³	1.65	1.65	1.67	-	_	_	_	-
OASDI	1.33	1.33	1.35	-	_	_	_	-
Medicare	.32	.32	.32	-	_	_	_	-
Federal unemployment insurance	.03	.03	.03	-	-	-	_	-
State unemployment insurance	.13	.13	.13	-	-	-	_	-
Workers' compensation	.65	.67	.71	-	_	_	_	-
Other benefits ⁴	.07	.08	.08	_	_	_	_	_
		Р	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Total compensation		100.0	100.0	_	_	_	_	_
Wages and salaries	65.7	65.6	65.5	- - -	_ 	_ _ _	- - -	_ _ _
Wages and salaries Total benefits	65.7 34.3	65.6 34.4	65.5 34.5	- - - -	- - -	- - -	- - -	- - -
Wages and salaries Total benefits Paid leave	65.7 34.3 7.1	65.6 34.4 7.0	65.5 34.5 7.1	_	- - - -	- - - -	- - - -	- - - -
Wages and salaries Total benefits	65.7 34.3	65.6 34.4	65.5 34.5	- -	- - - -	- - - - -	- - - - -	- - - -
Wages and salaries Total benefits Paid leave Vacation	65.7 34.3 7.1 3.7	65.6 34.4 7.0 3.6	65.5 34.5 7.1 3.7	- -	- - - - - -	- - - - -	- - - - -	- - - - -
Wages and salaries Total benefits Paid leave Vacation Holiday	65.7 34.3 7.1 3.7 2.3	65.6 34.4 7.0 3.6 2.3	65.5 34.5 7.1 3.7 2.3	- - - -	- - - - - -	- - - - - -	- - - - - -	- - - - - -
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	65.7 34.3 7.1 3.7 2.3 .8	65.6 34.4 7.0 3.6 2.3 .8	65.5 34.5 7.1 3.7 2.3 .8	- - - -	- - - - - - -	- - - - - -	- - - - - -	- - - - - -
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	65.7 34.3 7.1 3.7 2.3 .8 .3	65.6 34.4 7.0 3.6 2.3 .8	65.5 34.5 7.1 3.7 2.3 .8 .3	- - - -	- - - - - -	- - - - - -	- - - - - - - -	- - - - - -
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5	- - - -	- - - - - - -	-	- - - - - - - - -	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.2 .5	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 2.3 .5	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5	- - - - - -	- - - - - - - -	-	- - - - - - - - -	-
Wages and salaries Total benefits Paid leave	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.2 .5 .9	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 2.3 .5 .7	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5 .7 9.6	- - - - - -	-	-	- - - - - - - - - -	-
Wages and salaries Total benefits Paid leave	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.2 .5 .9 9.4 .2	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 2.3 .5 .7 9.6 .2	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5 .7 9.6 .2	- - - - - -	-	-	-	-
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.2 .5 .9 9.4 .2 8.7	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 2.3 .5 .7 9.6 .2 8.9	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5 .7 9.6 .2	- - - - - -	-	-	-	-
Wages and salaries Total benefits Paid leave	65.7 34.3 7.1 3.7 2.3 8 .3 3.7 2.2 .5 .9 9.4 4.2 8.7	65.6 34.4 7.0 3.6 2.3 8 .3 3.5 2.3 .5 .7 9.6 2.8 8.9	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5 .7 9.6 .2 9.0	-	-		-	-
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.2 .5 .9 9.4 .2 8.7 .3	65.6 34.4 7.0 3.6 2.3 .3 3.5 2.3 .5 .7 9.6 .2 8.9	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5 .7 9.6 .2 9.0	-	-		-	-
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.2 .5 .9 9.4 .2 8.7 .3 .2 5.6	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 2.3 .7 9.6 .2 8.9 .3 .2 5.6	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5 .7 9.6 .2 9.0 .3 .2 5.6	-	-		-	-
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ² Long-term disability Retirement and savings Defined benefit	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.2 .5 .9 9.4 .2 8.7 .3 .2 .5	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 2.3 .5 .7 9.6 6.2 8.9 .3 .2 8.9	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5 .7 9.0 .3 .2 5.6 4.0	-	-		-	-
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.2 .5 .9 9.4 .2 8.7 .3 .2 5.9	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 .5 .7 9.6 .2 8.9 .3 .2 5.3 .1	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5 .7 9.0 .2 9.0 .3 .2 5.6 4.0	-	-		- - - - - -	-
Wages and salaries Total benefits Paid leave	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.5 .9 9.4 .2 5.6 3.9 1.6 8.4	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 2.5 .7 9.6 .2 8.9 .3 .2 5.6 3.9 1.7 8.4	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5 .7 9.6 .2 9.0 .3 .2 5.6 4.0 1.6 8.4	-	-		-	-
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.2 .5 .9 9.4 .2 8.7 .3 .2 5.6 3.9 1.6 8.4 5.6	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 2.3 .7 9.6 .2 8.9 .3 .2 5.6 3.9 1.7	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5 .7 9.6 .2 9.0 3 .2 5.6 4.0 1.6 8.4 5.6	-			- - - - - -	-
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.2 .5 .9 9.4 .2 8.7 .3 .2 5.6 3.9 1.6 8.4 5.4 4.5	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 2.3 .7 9.6 .2 8.9 .3 .2 5.6 3.9 1.7 8.6 4.5	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5 .7 9.6 .2 9.0 3.3 .2 5.6 4.0 1.6 4.5	-	- -	- -	- - - - - -	-
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.2 .5 .9 9.4 .2 8.7 .3 .2 5.9 9.4 .2 8.7 .3 .2 5.9 9.4 .2 1.6 6.3 9.4 1.6 9.6 9.6 9.6 9.6 9.6 9.6 9.6 9.6 9.6 9	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 .7 9.6 .2 8.9 .3 .2 5.9 .3 .2 5.9 .3 .2 5.9 .3 .4 .4 .5 .4 .6 .6 .6 .6 .6 .6 .6 .6 .6 .6 .6 .6 .6	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.2 .5 .7 9.0 .2 5.6 4.0 4.5 4.5 1.1	-			- - - - - -	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	65.7 34.3 7.1 2.3 .8 .3 3.7 2.2 .5 .9 9.4 .2 5.6 3.9 1.6 8.4 5.6 4.5 1.1	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 .5 .7 9.6 .2 8.9 .3 .2 5.9 1.7 8.4 5.6 4.5 1.1	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.5 .7 9.0 .2 9.0 3.3 .2 5.6 4.0 1.6 4.5 1.1	-	- -	- -	- - - - - -	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability² Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance State unemployment insurance Workers' compensation	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.5 .9 9.4 .2 5.6 3.9 1.6 8.4 5.6 4.5 1.1	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 .7 9.6 .2 8.9 .3 .2 5.6 3.9 1.7 8.4 5.6 4.5 1.1	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.5 .7 9.6 .2 9.0 3.2 5.6 4.0 1.6 8.4 5.6 4.5 1.1	-	- - - -	- -	-	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	65.7 34.3 7.1 3.7 2.3 .8 .3 3.7 2.5 .9 9.4 .2 5.6 3.9 1.6 8.4 5.6 4.5 1.1	65.6 34.4 7.0 3.6 2.3 .8 .3 3.5 .5 .7 9.6 .2 8.9 .3 .2 5.9 1.7 8.4 5.6 4.5 1.1	65.5 34.5 7.1 3.7 2.3 .8 .3 3.5 2.5 .7 9.0 .2 9.0 3.3 .2 5.6 4.0 1.6 4.5 1.1		- - - -	- -	-	

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

4 Includes severance pay and supplemental

and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide

benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

unemployment benefits.

Data not available.

Table 5. Private industry workers, by bargaining status: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 --Continued

Nonunion

			Cost	oer hour v	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$20.79	\$20.88	\$21.03	_	_	_	_	_
Wages and salaries		15.46	15.55	_	_	_	_	_
Total benefits	5.41	5.42	5.48	-	_	_	_	_
Paid leave	1.36	1.36	1.37	-	_	_	_	-
Vacation	.68	.68	.68	-	_	_	_	-
Holiday	.47	.47	.47	_	_	_	_	_
Sick Other	.16 .06	.16	.16	_	_	_	_	_
Supplemental pay	.56	.55	.55	_	_	_	_	_
Premium ¹	.19	.19	.19	_	_	_	_	_
Shift differential	.04	.04	.05	_	_	_	_	_
Nonproduction bonuses	.33	.31	.31	-	_	_	_	_
Insurance	1.23	1.25	1.27	-	_	_	_	-
Life	.04	.04	.04	-	-	_	_	_
Health	1.13	1.15	1.17	-	_	_	_	_
Short-term disability ²	.04	.04	.03	-	_	_	_	-
Long-term disability	.03	.03	.03	-	_	_	_	_
Retirement and savings	.51	.50	.51	_	_	_	_	_
Defined benefit Defined contribution	.12 .39	.11	.11 .40	_	_		_	_
Legally required benefits	1.72	1.74	1.76	_		_	_	_
Social Security ³	1.28	1.28	1.29	_	_	_	_	_
OASDI	1.03	1.03	1.04	_	_	_	_	_
Medicare	.25	.25	.26	_	_	_	_	_
Federal unemployment insurance	.03	.03	.03	-	_	_	_	_
State unemployment insurance	.09	.09	.09	-	_	_	_	_
Workers' compensation		.33	.34	-	_	_	_	-
Other benefits ⁴	.02	.02	.02	_	-	-	_	_
		Р	ercent of	f total cor	npensati	on by yea	ar	
			ercent of	f total cor	mpensati		ar 103	
	Mar.			f total cor	npensation			Dec.
Total componenties		Jun.	02 Sep.			20	03	Dec.
Total compensation	100.0	20 Jun. 100.0	Sep.	Dec.		20	03	Dec.
Wages and salaries	100.0 74.0	Jun. 100.0 74.0	Sep. 100.0 73.9			20	03	Dec.
	100.0	20 Jun. 100.0	Sep.	Dec.		20	03	Dec.
Wages and salaries Total benefits	100.0 74.0 26.0	Jun. 100.0 74.0 26.0	02 Sep. 100.0 73.9 26.1	Dec.		20	03	Dec.
Wages and salaries Total benefits Paid leave	100.0 74.0 26.0 6.5	Jun. 100.0 74.0 26.0 6.5	02 Sep. 100.0 73.9 26.1 6.5	Dec		20	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 74.0 26.0 6.5 3.3 2.3	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 .8	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 .8	Dec.		20	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 74.0 26.0 6.5 3.3 2.3 .8	200 Jun. 100.0 74.0 26.0 6.5 3.3 2.3 .8 .3	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 .8 .3	Dec		20	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 8 .3 2.6	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 .8 .3 2.6	Dec.		20	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.6 .9	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 .8 .3 2.6 .9	Dec.		20	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7 .9	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.6 .9	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 .8 .3 2.6 .9 .2	Dec.		20	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7 .9 .2	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 2.6 9 2.1.5	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 .8 .3 2.6 .9 .2 1.5	Dec.		20	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7 .9 .2 1.6 5.9	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.6 .9	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 .8 .3 2.6 .9 .2	Dec.		20	03	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 74.0 26.0 6.5 3.3 2.3 8 3 2.7 .9 .2 1.6 5.9	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 2.6 .9 .2 1.5 6.0	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 8 .3 2.6 .9 .2 1.5 6.0	Dec.		20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7 .9 .2 1.6 5.9 .2 5.4	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.6 .9 .2 1.5 6.0 .2 5.5	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 2.8 .3 2.6 .9 .2 1.5 6.0 .2 5.6 .1	Dec.		20	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	100.0 74.0 26.0 6.5 3.3 2.3 2.7 .9 .2 1.6 5.9 .2 5.4	Jun. 100.0 74.0 26.0 6.5 3.3 2.8 .3 2.6 .9 2.1.5 6.0 .2 5.5 .2 .1	Sep. 100.0 73.9 26.1 6.5 3.2 2.8 .3 2.6 .9 .1.5 6.0 .2 5.6 .1 .1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	100.0 74.0 26.0 6.5 3.3 2.3 .3 2.7 .9 .2 1.6 5.9 .2 5.4 .2	Jun. 100.0 74.0 26.0 6.5 3.3 2.8 .3 2.6 .9 .2 1.5 6.0 .2 5.5 .2 2 .1 2.4	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 8 .3 2.6 .9 .2 1.5 6.0 .2 5.6 .1 1 2.4	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit	100.0 74.0 26.0 6.5 3.3 2.3 8 .3 2.7 .9 .2 1.6 5.9 .2 5.4 .2 .1 1.2.5	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 8 .3 2.6 .9 .2 1.5 6.0 .2 5.5 .2 1 2.4	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 8 3 2.6 .9 .2 1.5 6.0 .2 5.6 .1 .1 .1 2.4	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7 .9 .2 1.6 5.9 .2 5.4 .2 .1 2.5 .6	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 2.6 9 2.2 1.5 6.0 2.5 5.5 2.2 1 2.4 5.5 1.9	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 2.8 .3 2.6 .9 .2 1.5 6.0 .2 5.6 .1 .1 2.4 .5	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7 .9 .2 1.6 5.9 .2 5.4 .2 .1 2.5 .6	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 8 .3 2.6 9 2 1.5 6.0 .2 5.5 .2 .1 2.4 .5 1.9 8.3	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 .8 .3 2.6 .9 .2 1.5 6.0 .2 5.6 .1 .1 2.4 .5 1.9 8.4	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Securitv³	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7 .9 .2 1.6 5.9 .2 5.4 .2 .1 2.5 .6	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 2.6 9 2.2 1.5 6.0 2.5 5.5 2.2 1 2.4 5.5 1.9	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 2.8 3 2.6 9 .2 1.5 6.0 .2 5.6 .1 .1 2.4 .5	Dec.	Mar.	20 Jun.	Sep	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7 .9 .2 1.6 5.9 .2 5.4 .2 .1 2.5 .6 1.9 8.3 6.5 9.2	Jun. 100.0 74.0 26.0 6.5 3.3 2.8 .3 2.6 .9 2.5 6.0 .2 1.5 6.0 .2 5.5 .2 .1 2.4 .5 1.9 8.3 6.1	Sep. 100.0 73.9 26.1 6.5 3.2 2.8 .3 2.6 .9 .2 1.5 6.0 .2 5.6 .1 .1 2.4 .5 1.9 8.4 6.1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7 .9 .2 1.6 5.9 .2 5.4 .2 .1 2.5 .6 6.2 5.0 1.2	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 8 .3 2.6 .9 .2 1.5 6.0 .2 5.5 .2 .1 2.4 .5 1.9 8.3 6.1 4.9 1.2 .1	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 2.8 .3 2.6 .9 .2 1.5 6.0 .2 5.6 .1 .1 2.4 .5 1.9 8.4 6.1 4.9 1.2 .1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance State unemployment insurance	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7 .9 .2 1.6 5.9 .2 5.4 .1 2.5 .6 1.9 8.3 6.2 5.0 1.2	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 2.6 9 2 1.5 6.0 2 5.5 2 1.1 2.4 5 1.9 8.3 6.1 4.9 1.2 1.4	Sep. 100.0 73.9 26.1 6.5 3.2 2.8 .3 2.6 .9 9.2 1.5 6.0 .2 5.6 .1 .1 2.4 .5 1.9 8.4 6.1 4.9 1.2 .1	Dec.	Mar.	20 Jun.	Sep.	Dec.
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 74.0 26.0 6.5 3.3 2.3 .8 .3 2.7 .9 .2 1.6 5.9 .2 5.4 .1 2.5 .6 1.9 8.3 6.2 5.0 1.2	Jun. 100.0 74.0 26.0 6.5 3.3 2.3 8 .3 2.6 .9 .2 1.5 6.0 .2 5.5 .2 .1 2.4 .5 1.9 8.3 6.1 4.9 1.2 .1	Sep. 100.0 73.9 26.1 6.5 3.2 2.2 2.8 .3 2.6 .9 .2 1.5 6.0 .2 5.6 .1 .1 2.4 .5 1.9 8.4 6.1 4.9 1.2 .1	Dec.	Mar.	20 Jun.	Sep.	Dec.

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overtime, weekends, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acrony...

Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 6. Private industry workers, by establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

Establishments with 1-99 workers

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$18.51	\$18.59	\$18.80	_	_	_	_	_
Wages and salaries		13.95	14.09	_	_	_	_	_
Total benefits		4.64	4.71	_	_	_	_	_
Paid leave	l	1.05	1.07	_	_	_	_	_
Vacation		.53	.53	_	_	_	_	-
Holiday	.37	.37	.37	_	_	_	_	-
Sick	.13	.13	.13	-	-	-	_	-
Other	.04	.04	.04	_	_	_	_	-
Supplemental pay		.45	.45	_	_	_	_	-
Premium ¹	.18	.19	.19	_	_	_	_	-
Shift differential	` '	(2)	(2)	_	_	_	_	-
Nonproduction bonuses		.25	.25	_	_	_	_	-
Insurance		1.05	1.08	_	_	_	_	-
Life		.03	.03	_	_	_	_	_
Health		.98	1.01	_	_	_	_	-
Short-term disability ³		.02	.02	_	_	_	_	_
Long-term disability		.02	.02	_	_	_	_	_
Retirement and savings		.41	.42	_	_	_	_	_
Defined benefit Defined contribution		.12	.13 .29	-	_	_	_	_
Legally required benefits		.29 1.66	1.69	_	_	_	_	_
Social Security ⁴		1.16	1.03	_	_	_	_	_
OASDI		.93	.94		_		_	_
Medicare	.23	.23	.23	_		_	_	_
Federal unemployment insurance		.03	.03	_	_	_	_	_
State unemployment insurance		.09	.09	_	_	_	_	l _
Workers' compensation		.38	.40	_	_	_	_	_
Other benefits ⁵		(2)	(2)	_	_	_	_	_
	<u> </u>	. ,	. ,					
			ercent of	total cor	npensati			
		20	02			20	03 T	I
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		75.0	74.9	_	_	_	_	_
Total benefits		25.0	25.1	_	_	_	_	_
Paid leave	5.7	5.6	5.7	_	_	_	_	_
Vacation	2.8	2.9	2.8	_	_	_	_	-
Holiday	2.0	2.0	2.0	-	-	-	_	-
Sick	l	.7	.7	_	_	_	_	-
Other		.2	.2	_	_	_	_	-
Supplemental pay		2.4	2.4	_	_	_	_	-
Premium ¹		1.0	1.0	_	_	_	_	-
Shift differential	` '	(6)	(6)	_	_	_	_	-
Nonproduction bonuses	1.5	1.3	1.3	-	I –	-	-	-
					l			
Insurance		5.6	5.7	_	-	-	_	-
Insurance Life	.2	.2	.2	_ _	_ _	_ _	_	_
InsuranceLifeHealth	.2 5.2	.2 5.3	.2 5.4	- - -	- - -	- - -	- - -	- - -
Insurance Life Health Short-term disability ³	.2 5.2 .1	.2 5.3 .1	.2 5.4 .1	- - -	- - -	- - - -	- - -	- - -
Insurance Life Health Short-term disability ³ Long-term disability	.2 5.2 .1 .1	.2 5.3 .1 .1	.2 5.4 .1 .1	- - - -	- - - -	- - - -	- - - -	- - - -
Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings	.2 5.2 .1 .1 2.3	.2 5.3 .1 .1 2.2	.2 5.4 .1 .1 2.2	- - - -	- - - - -	- - - - -	- - - - -	- - - -
Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit	.2 5.2 .1 .1 2.3 .6	.2 5.3 .1 .1 2.2 .6	.2 5.4 .1 .1 2.2		- - - - - -	-	- - - - -	- - - - -
Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution	.2 5.2 .1 .1 2.3 .6 1.6	.2 5.3 .1 .1 2.2 .6 1.6	.2 5.4 .1 .1 2.2 .7 1.5	- -	- - - - -	- -		- - - - -
Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	.2 5.2 .1 .1 2.3 .6 1.6 8.9	.2 5.3 .1 .1 2.2 .6 1.6 8.9	.2 5.4 .1 .1 2.2 .7 1.5 9.0	-	- - - - -	-		- - - - - -
Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴	.2 5.2 .1 .1 2.3 .6 1.6 8.9 6.2	.2 5.3 .1 .1 2.2 .6 1.6 8.9 6.2	.2 5.4 .1 .1 2.2 .7 1.5 9.0 6.2	- -	- - - - -	- -		- - - - - -
Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI	.2 5.2 .1 .1 2.3 .6 1.6 8.9 6.2 5.0	.2 5.3 .1 .1 2.2 .6 1.6 8.9 6.2 5.0	.2 5.4 .1 .1 2.2 .7 1.5 9.0 6.2 5.0	- - - -	- - - - -	- -	-	
Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI Medicare	.2 5.2 .1 .1 2.3 .6 1.6 8.9 6.2 5.0	.2 5.3 .1 .1 2.2 .6 1.6 8.9 6.2 5.0	.2 5.4 .1 .1 2.2 .7 1.5 9.0 6.2 5.0 1.2	- -	- - - - -	- - - -		
Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI Medicare Federal unemployment insurance	.2 5.2 .1 .1 2.3 .6 1.6 8.9 6.2 5.0 1.2	.2 5.3 .1 .1 2.2 .6 1.6 8.9 6.2 5.0 1.2	.2 5.4 .1 .1 2.2 .7 1.5 9.0 6.2 5.0 1.2	- - - -	- - - - -	- - - -	-	-
Insurance Life Health Short-term disability ³ Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security ⁴ OASDI Medicare	.2 5.2 .1 .1 2.3 .6 1.6 8.9 6.2 5.0 1.2 .2	.2 5.3 .1 .1 2.2 .6 1.6 8.9 6.2 5.0	.2 5.4 .1 .1 2.2 .7 1.5 9.0 6.2 5.0 1.2	-	- - - - -	- - - - -	-	-

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

5 Includes severance pay and supplemental

Cost per hour worked is \$0.01 or less.

³ Short-term disability includes all insured, self-insured, and state-mandated plans that provide

benefits for each disability, including unfunded plans.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

unemployment benefits.

6 Less than .05 percent.

Data not available.

Table 6. Private industry workers, by establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 --Continued

Establishments with 100 or more workers

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$25.48	\$25.73	\$25.84	_	_	_	_	_	
Wages and salaries	18.07	18.23	18.28	_	_	_	_	_	
Total benefits		7.50	7.55	_	_	_	_	_	
Paid leave	1.89	1.91	1.91	_	_	_	_	_	
Vacation	.95	.96	.95	_	_	_	_	-	
Holiday	.64	.64	.64	_	_	_	_	-	
Sick	.22	.22	.22	_	_	_	_	-	
Other	.09	.09	.09	_	_	_	_	_	
Supplemental pay	.79	.78	.79	_	_	_	_	_	
Premium ¹ Shift differential	.31	.31	.31	_	_	_	_	_	
	.11 .37	.11	.11 .36	_	_	_	_	_	
Nonproduction bonuses Insurance	1.83	1.87	1.89		=	_	_	_	
Life	.06	.06	.06	_	_	_	_		
Health	1.67	1.70	1.73	_	_	_	_	_	
Short-term disability ²		.06	.06	_	_	_	_	_	
Long-term disability	.04	.05	.05	_	_	_	_	_	
Retirement and savings	.88	.88	.89	_	-	_	_	-	
Defined benefit	.35	.34	.35	_	_	_	_	_	
Defined contribution	.53	.54	.54	_	_	_	_	_	
Legally required benefits	1.98	2.01	2.03	_	_	_	_	_	
Social Security ³	1.51	1.53	1.53	_	_	_	_	-	
OASDI	1.21	1.23	1.23	_	_	_	_	-	
Medicare	.30	.30	.30	_	_	_	_	-	
Federal unemployment insurance	.03	.03	.03	_	_	_	_	-	
State unemployment insurance		.10	.10	_	_	_	_	_	
Workers' compensation	.33	.35	.36	_	_	_	_	_	
Other benefits ⁴	.05	.05	.06	_	_	_	_	_	
	Percent of total compensation by year								
		P	ercent of	total cor	mpensati	on by yea	ar		
			ercent of	total cor	mpensati		on 103		
	Mar.			total cor	mpensati Mar.			Dec.	
Total compensation	Mar.	20	02			20	03	Dec.	
Total compensation	100.0	Jun. 100.0	02 Sep.			20	03	Dec.	
Total compensation	100.0	Jun.	02 Sep.	Dec.	Mar.	20	03 Sep.	Dec.	
Wages and salaries	100.0 70.9	Jun. 100.0 70.9	02 Sep. 100.0 70.7	Dec.	Mar.	20	03 Sep.	Dec.	
Wages and salaries Total benefits	100.0 70.9 29.1	Jun. 100.0 70.9 29.1	02 Sep. 100.0 70.7 29.2	Dec.	Mar.	20	03 Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday	100.0 70.9 29.1 7.4 3.7 2.5	Jun. 100.0 70.9 29.1 7.4 3.7 2.5	Sep. 100.0 70.7 29.2 7.4 3.7 2.5	Dec	Mar.	20	Sep	Dec	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 70.9 29.1 7.4 3.7 2.5	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9	Dec.	Mar.	20	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 70.9 29.1 7.4 3.7 2.5 .9	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.2	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1 1.2	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.2	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1 1.2 .4	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.2 .4	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2 .4 1.4	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1 1.2 .4 1.4	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium1 Shift differential Nonproduction bonuses Insurance	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.2 .4 1.5	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2 .4 1.4 7.3	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1 1.2 .4 1.4 7.3	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shiff differential Nonproduction bonuses Life	100.0 70.9 29.1 7.4 3.7 2.5 9 .4 3.1 1.2 .4 1.5 7.2	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 9 3 3.0 1.2 4 1.4 7.3 .2	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 9 .3 3.1 1.2 .4 1.4 7.3 .2	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.2 .4 1.5 7.2 .2 6.6	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2 .4 1.4 7.3 .2 6.6	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1 1.2 .4 1.4 7.3 .2 6.7	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.2 .4 1.5 7.2 .2 6.6	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 9 3 3.0 1.2 4 1.4 7.3 .2	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 9 .3 3.1 1.2 .4 1.4 7.3 .2	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.2 .4 1.5 7.2 .2 6.6	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2 .4 1.4 7.3 .2 6.6 6.2	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1.1 1.2 4 1.4 7.3 .2 6.7	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.2 .4 1.5 7.2 .2 6.6 6.2	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2 4 7.3 .2 6.6 6.2 .2	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1 1.2 4 7.3 .2 6.7 .2 .2	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.2 .4 1.5 7.2 .2 6.6 .2 .2	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 9 .3 3.0 1.2 .4 1.4 7.3 .2 6.6 .2 .2 3.4	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 9 .3 3.1 1.2 .4 1.4 7.3 .2 6.7 .2 3.4	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.5 7.2 .2 6.6 .2 .2 3.5 1.4 2.1	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 9 .3 3.0 1.2 .4 1.4 7.3 .2 6.6 .2 2 3.4 1.3	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1 1.2 .4 1.4 7.3 .2 6.7 .2 3.4 1.4	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.5 7.2 .2 6.6 .2 .2 3.5 1.4 2.1	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2 .4 1.4 7.3 .2 6.6 .2 .2 3.4 1.3 2.1	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1.1 1.2 .4 1.4 7.3 .2 6.7 .2 .2 3.4 1.4 2.1	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.5 7.2 .2 6.6 .2 .2 3.5 1.4 2.7	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2 4 1.4 7.3 .2 6.6 .2 .2 3.4 1.3 2.1 7.8	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1 1.2 2.4 1.4 7.3 .2 6.7 .2 .2 3.4 1.4 1.7.9	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1.1 1.5 7.2 .2 6.6 .2 .2 3.5 1.4 2.1 7.8 5.9 4.7	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2 .4 1.4 7.3 .2 6.6 .2 .2 3.4 1.3 2.1 7.8 5.9 4.8 1.2	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1.1 1.2 6.7 .2 .2 3.4 1.4 7.3 .2 6.7 .2 .2 3.4 1.4 2.1 7.9 5.9 4.8 1.2	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.5 7.2 .2 6.6 .2 .2 3.5 1.4 2.1 7.8 5.9 4.7	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2 .4 1.4 7.3 .2 6.6 .2 .2 3.4 1.3 2.1 7.8 5.9 4.8 1.2 .1	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1.1 1.2 6.7 .2 .2 3.4 1.4 7.3 .2 6.7 .2 .2 3.4 1.4 1.9 5.9 4.8 1.2 1.1	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance State unemployment insurance	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.5 7.2 .2 6.6 .2 .2 3.5 1.4 2.1 7.8 5.9 4.7	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2 4 7.3 .2 6.6 .2 .2 3.4 1.3 1.7 8 5.9 4.8 1.2 1.4	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1 1.2 4 7.3 .2 6.7 .2 .2 3.4 1.4 7.9 5.9 4.8 1.2 .1 .4	Dec.	Mar.	20 Jun	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 70.9 29.1 7.4 3.7 2.5 .9 .4 3.1 1.5 7.2 .2 6.6 .2 .2 3.5 1.4 2.1 7.8 5.9 4.7	Jun. 100.0 70.9 29.1 7.4 3.7 2.5 .9 .3 3.0 1.2 .4 1.4 7.3 .2 6.6 .2 .2 3.4 1.3 2.1 7.8 5.9 4.8 1.2 .1	Sep. 100.0 70.7 29.2 7.4 3.7 2.5 .9 .3 3.1.1 1.2 6.7 .2 .2 3.4 1.4 7.3 .2 6.7 .2 .2 3.4 1.4 1.9 5.9 4.8 1.2 1.1	Dec.	Mar.	20 Jun.	Sep	Dec.	

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overtime, weekends, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 6. Private industry workers, by establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 --Continued

Establishments with 100-499 workers

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$21.99	\$22.36	\$22.32	_	_	_	_	_	
Wages and salaries		16.10	16.04	_	_	_	_	_	
Total benefits		6.25	6.28	_	_	_	_	_	
Paid leave	1.47	1.49	1.46	_	_	_	_	_	
Vacation	.73	.75	.73	_	_	_	_	_	
Holiday	I	.51	.50	_	_	_	_	_	
Sick		.16	.16	_	_	_	_	_	
Other	.07	.07	.07	_	_	_	_	_	
Supplemental pay		.68	.68	_	_	_	_	_	
Premium ¹		.28	.29	_	_	_	_	_	
Shift differential	.07	.07	.07	_	_	_	_	_	
Nonproduction bonuses		.32	.32	_	_	_	_	_	
Insurance Life		1.57	1.60	_	_	_	_	_	
	.04	.04	.04 1.47	_	_	_	_	_	
Health Short-term disability ²		1.45	.05	_	1 -	1 -	_	l -	
,		.03	.03	_	_	_	_	_	
Long-term disability Retirement and savings		.64	.65		1 _		<u>-</u>	l	
Defined benefit		.23	.24	_	_	_	_	_	
Defined contribution		.41	.41	l _	I _		<u>-</u>	_	
Legally required benefits		1.84	1.85	_	_	_	_	_	
Social Security ³		1.34	1.35	_	_	_	_	_	
OASDI		1.08	1.08	_	_	_	_	_	
Medicare		.26	.26	_	_	_	_	_	
Federal unemployment insurance		.03	.03	_	_	_	_	_	
State unemployment insurance		.11	.11	_	_	_	_	_	
Workers' compensation		.36	.37	_	_	_	_	_	
Other benefits ⁴		.03	.03	_	_	_	_	_	
	Percent of total compensation by year								
					npensau				
			02	total col	nperisati		103		
	Mar.			Dec.	Mar.			Dec.	
Total compensation		20	02			20	03	Dec.	
Total compensation	100.0	Jun.	02 Sep.			20	03	Dec.	
	100.0 72.2	Jun. 100.0	02 Sep.	Dec.	Mar.	20	03 Sep.	Dec.	
Wages and salaries	100.0 72.2 27.8	Jun. 100.0 72.0	02 Sep. 100.0 71.9	Dec.	Mar.	20	03 Sep.	Dec.	
Wages and salaries Total benefits	100.0 72.2 27.8 6.7	Jun. 100.0 72.0 28.0	02 Sep. 100.0 71.9 28.1	Dec.	Mar.	20	03 Sep.	Dec	
Wages and salaries Total benefits Paid leave Vacation Holiday	100.0 72.2 27.8 6.7 3.3 2.3	Jun. 100.0 72.0 28.0 6.7 3.4 2.3	Sep. 100.0 71.9 28.1 6.5 3.3 2.2	Dec	Mar.	20	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 72.2 27.8 6.7 3.3 2.3	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7	Dec	Mar.	20	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 72.2 27.8 6.7 3.3 2.3 .7	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 72.2 27.8 6.7 3.3 2.3 .7 .3 3.1	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7 .3	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 72.2 27.8 6.7 3.3 2.3 .7 .3 3.1 1.2	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7 .3 3.0 1.3	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential	100.0 72.2 27.8 6.7 3.3 2.3 .7 .3 3.1 1.2	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7 .3 3.0 1.3	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 .3	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses	100.0 72.2 27.8 6.7 3.3 2.3 .7 .3 3.1 1.2 .3	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7 .3 3.0 1.3 1.4	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 1.4	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 72.2 27.8 6.7 3.3 2.3 .7 .3 3.1 1.2 .3 1.5 6.9	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 3.0 1.3 3.0 1.4 7.0	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 .3 1.4 7.2	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Life	100.0 72.2 27.8 6.7 3.3 2.3 .7 .3 3.1 1.2 .3 1.5 6.9	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7 .3 3.0 1.3 .3 1.4 7.0 .2	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 7 .3 3.0 1.3 .3 1.4 7.2 .2	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 72.2 27.8 6.7 3.3 2.3 .7 .3 3.1 1.2 .3 1.5 6.9 2.6.4	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7 .3 3.0 1.3 .3 1.4 7.0 2 6.5	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 .3 1.4 7.2 6.6	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ²	100.0 72.2 27.8 6.7 3.3 2.3 3.1 1.2 3 1.5 6.9 .2 6.4	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7 .3 3.0 1.3 1.4 7.0 .2 6.5 .2	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 .3 1.4 7.2 .2 6.6 .2	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ² Long-term disability	100.0 72.2 27.8 6.7 3.3 2.3 3.1 1.2 3 1.5 6.9 .2 6.4 .2	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 3.0 1.3 3.1.4 7.0 .2 6.5 2 .1	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 1.4 7.2 .2 6.6 6.2 .2	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability ² Long-term disability Retirement and savings	100.0 72.2 27.8 6.7 3.3 2.3 .7 .3 3.1 1.2 .3 1.5 6.9 .2 6.4 .2 .1	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 3.0 1.3 3.0 1.3 3.1 4 7.0 .2 6.5 .2 .1 2.9	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 .3 1.4 7.2 .2 6.6 .2 .2 .2 .2 .9	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit	100.0 72.2 27.8 6.7 3.3 2.3 7.3 3.1 1.2 3.5 6.9 .2 6.4 .2 1.2 9	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7 .3 3.0 1.3 3.1 7.0 .2 6.5 .2 .1 2.9 1.0	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 .3 1.4 7.2 .2 6.6 .2 2.9 1.1	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 72.2 27.8 6.7 3.3 2.3 .7 .3 3.1.1 1.2 .3 1.5 6.9 .2 6.4 .2 1.1 2.9 1.1.1	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7 .3 3.0 1.3 .3 1.4 7.0 .2 6.5 .2 .1 2.9 1.0 1.8	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 .3 1.4 7.2 2.6 6.6 .2 2.9 1.1 1.8	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 72.2 27.8 6.7 3.3 2.3 3.1 1.5 6.9 .2 6.4 .2 .1 2.9 1.1 1.8 8.2	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7 .3 3.0 1.3 1.4 7.0 .2 6.5 .2 .1 2.9 1.0 1.8 8.2	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 1.4 7.2 .2 6.6 .2 .2 2.9 1.1 1.8 8.3	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³	100.0 72.2 27.8 6.7 3.3 2.3 3.1 1.2 3 1.5 6.9 .2 6.4 2.1 2.9 1.1 1.8 8.2 6.0	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 3.0 1.3 3.0 1.4 7.0 .2 6.5 .2 .1 2.9 1.0 1.8 8.2 6.0	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 7 .3 3.0 1.3 3.1.4 7.2 2.6 6.6 2.2 2.9 1.1 1.8 8.3 6.0	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 72.2 27.8 6.7 3.3 2.3 3.1 1.2 3.3 1.5 6.9 .2 6.4 .2 1.1 2.9 1.1 1.8 8.2 6.0 4.8	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 3.0 1.3 3.0 1.3 1.4 7.0 .2 6.5 .2 1 2.9 1.0 1.8 8.2 6.0 4.8	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 .3 1.4 7.2 .2 6.6 .2 .2 .2 .9 1.1 1.8 8.3 6.0 4.8	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability² Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 72.2 27.8 6.7 3.3 2.3 .7 .3 3.1.1 1.5 6.9 2.2 6.4 .2 1.1 1.8 8.2 6.0 4.8 8.1.2	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7 .3 3.0 1.3 .3 1.4 7.0 2 6.5 .2 .1 2.9 1.0 1.8 8.2 6.0 4.8 1.2	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 .3 1.4 7.2 6.6 .2 .2 2.9 1.1 1.8 8.3 6.0 4.8 1.2	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 72.2 27.8 6.7 3.3 2.3 3.1 1.5 6.9 2 6.4 2.1 1.8 8.2 6.0 4.8 1.2	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 3.0 1.3 3.0 1.3 1.4 7.0 .2 6.5 .2 1 2.9 1.0 1.8 8.2 6.0 4.8	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.3 .3 1.4 7.2 .2 6.6 .2 .2 .2 .9 1.1 1.8 8.3 6.0 4.8	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability² Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 72.2 27.8 6.7 3.3 2.3 3.1 1.5 6.9 .2 6.4 2.1 1.2.9 1.1 1.8 8.2 6.0 4.8 1.2	Jun. 100.0 72.0 28.0 6.7 3.4 2.3 .7 .3 3.0 1.4 7.0 .2 6.5 .2 .1 2.9 1.0 1.8 8.2 6.0 4.8 8.2 6.1 1.2	Sep. 100.0 71.9 28.1 6.5 3.3 2.2 .7 .3 3.0 1.4 7.2 .2 6.6 .2 .2 2.9 1.1 1.8 8.3 6.0 4.8 8.3 6.0 4.8	Dec.	Mar.	20 Jun.	Sep.	Dec.	

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overume, weekenus, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acronym Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 6. Private industry workers, by establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 --Continued

Establishments with 500 or more workers

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	003		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$29.79	\$29.88	\$30.16	_	_	_	_	_	
Wages and salaries	20.79	20.85	21.04	_	_	_	_	_	
Total benefits		9.03	9.12	_	_	_	_	_	
Paid leave	2.42	2.43	2.45	-	_	_	_	_	
Vacation	1.21	1.22	1.23	-	_	_	_	-	
Holiday	.81	.81	.81	-	_	_	-	-	
Sick	.28	.29	.29	-	_	_	-	-	
Other	.12	.12	.12	-	_	_	_	_	
Supplemental pay	.93	.92	.92	_	_	_	_	_	
Premium ¹ Shift differential	.35	.35	.35	_	_	_	_	_	
Nonproduction bonuses	.16 .42	.16 .41	.16 .41	_	_	_	_	_	
Insurance	2.20	2.23	2.25		=	_	-	_	
Life	.07	.07	.07	_	_	_			
Health	1.99	2.02	2.04	_	_	_	_	_	
Short-term disability ²		.08	.08	_	_	_	_	_	
Long-term disability	.06	.06	.06	_	_	_	_	_	
Retirement and savings	1.18	1.17	1.18	-	-	_	_	-	
Defined benefit	.49	.47	.47	_	_	_	_	_	
Defined contribution	.70	.70	.71	-	_	_	_	_	
Legally required benefits	2.19	2.21	2.23	-	_	_	_	_	
Social Security ³	1.75	1.75	1.77	-	_	_	_	-	
OASDI	1.40	1.40	1.42	-	_	_	-	-	
Medicare	.35	.35	.35	-	_	_	-	-	
Federal unemployment insurance	.03	.03	.03	-	_	_	_	_	
State unemployment insurance		.09	.09	-	_	_	_	_	
Workers' compensation	.33	.34	.35	-	_	_	_	_	
Other benefits ⁴	.08	.08	.08	_	_	_	_	_	
	Percent of total compensation by year								
		P	ercent of	total cor	mpensati	on by yea	ar		
			ercent of	f total cor	mpensati		ar 003		
	Mar.			f total cor	mpensation			Dec.	
Total compensation .		Jun.	02 Sep.			20	003	Dec.	
Total compensation	100.0	Jun. 100.0	02 Sep.			20	003	Dec.	
Total compensation	100.0	Jun.	02 Sep.	Dec.	Mar.	20	903 Sep.	Dec. - - -	
Wages and salaries	100.0 69.8	Jun. 100.0 69.8	02 Sep. 100.0 69.8	Dec.	Mar.	20	903 Sep.	Dec.	
Wages and salaries Total benefits	100.0 69.8 30.2	Jun. 100.0 69.8 30.2	02 Sep. 100.0 69.8 30.2	Dec.	Mar.	20	903 Sep.	Dec	
Wages and salaries Total benefits Paid leave Vacation Holiday	100.0 69.8 30.2 8.1 4.1 2.7	Jun. 100.0 69.8 30.2 8.1 4.1 2.7	Sep. 100.0 69.8 30.2 8.1 4.1 2.7	Dec	Mar.	20	Sep	Dec	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick	100.0 69.8 30.2 8.1 4.1 2.7	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0	Dec.	Mar.	20	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other	100.0 69.8 30.2 8.1 4.1 2.7 .9	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 4 3.1 1.2	Dec.	Mar.	20 Jun. - - - -	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2 .5	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shift differential Nonproduction bonuses Insurance	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2 .5 1.4 7.4	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium ¹ Shiff differential Nonproduction bonuses Life	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2 .5 1.4 7.4	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2 .5 1.4 7.4 7.5	Jun. 100.0 69.8 30.2 8.1 4.1 1.2 1.0 .4 3.1 1.2 .5 1.4 7.5 2 6.8	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 2 6.8	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability²	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2 .5 1.4 7.4 .2 6.7	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2 .5 1.4 7.4 .2 6.7	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2.5 1.4 7.5 .2 6.8 .3	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1.1 1.2 .5 1.4 7.5 .2 8 6.8	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2 .5 1.4 7.4 .2 6.7	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2 6.8 3 .2	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2 6.8 .3 .2	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2 .5 1.4 7.4 .2 6.7 .3 .2 4.0	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2 6.8 .3 .2 3.9	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2 6.8 .3 .2 3.9	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1.1 1.2 .5 1.4 7.4 .2 6.7 .3 .2 4.0 1.6 2.3	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2 6.8 .3 .2 3.9 1.6	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2 6.8 .3 2 3.9 1.6	Dec.	Mar.	20 Jun.	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1.1 1.2 .5 1.4 7.4 .2 6.7 .3 .2 4.0 1.6 2.3	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2 6.8 .3 .2 3.9 1.6 2.3	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 5 1.4 7.5 6.8 .3 .2 3.9 1.6 2.4	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2 .5 1.4 7.4 .2 6.7 .3 .2 4.0 1.6 2.3 7.4 5.9	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2 6.8 .3 .2 3.9 1.6 2.3 7.4	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2 6.8 .3 .2 3.9 1.6 2.4 7.4	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1.1 1.2 .5 1.4 7.4 2 6.7 .3 .2 4.0 1.6 2.3 7.4 5.9	Jun. 100.0 69.8 30.2 8.1 4.1 1.2 7 1.0 .4 3.1 1.2 .5 1.4 7.5 2 6.8 .3 .2 3.9 1.6 2.3 7.4 5.9 4.7 1.2	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 2 6.8 .3 .2 3.9 1.6 2.4 7.4 5.9 4.7	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2 .5 1.4 7.4 .2 6.7 .3 .2 4.0 1.6 2.3 7.4 5.9 4.7	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 5.5 1.4 7.5 .2 6.8 .3 .2 3.9 1.6 6.2 3.7 4.4 5.9 4.7 1.2 .1	Sep. 100.0 69.8 30.2 8.1 4.1 1.2.7 1.0 .4 3.1.1 1.2.5 1.4 7.5 .2 6.8 .3 .2 3.9 1.6 2.4 7.4 5.9 4.7 1.2 .1	Dec.	Mar.	20 Jun.	Sep	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance State unemployment insurance	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2 .5 1.4 7.4 .2 6.7 .3 .2 4.0 1.6 2.3 7.4 5.9 4.7	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2 6.8 3.2 3.9 1.6 2.3 7.4 5.9 4.7 1.2 1.3	Sep. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 .5 1.4 7.5 .2 6.8 .3 .2 3.9 1.6 2.4 7.4 5.9 4.7 1.2 1.3	Dec.	Mar.	20 Jun	Sep.	Dec.	
Wages and salaries Total benefits Paid leave Vacation Holiday Sick Other Supplemental pay Premium¹ Shift differential Nonproduction bonuses Insurance Life Health Short-term disability² Long-term disability Retirement and savings Defined benefit Defined contribution Legally required benefits Social Security³ OASDI Medicare Federal unemployment insurance	100.0 69.8 30.2 8.1 4.1 2.7 .9 .4 3.1 1.2 .5 1.4 7.4 .2 6.7 .3 .2 4.0 1.6 2.3 7.4 5.9 4.7 1.2 3.1 1.3	Jun. 100.0 69.8 30.2 8.1 4.1 2.7 1.0 .4 3.1 1.2 5.5 1.4 7.5 .2 6.8 .3 .2 3.9 1.6 6.2 3.7 4.4 5.9 4.7 1.2 .1	Sep. 100.0 69.8 30.2 8.1 4.1 1.2.7 1.0 .4 3.1.1 1.2.5 1.4 7.5 .2 6.8 .3 .2 3.9 1.6 2.4 7.4 5.9 4.7 1.2 .1	Dec.	Mar.	20 Jun.	Sep	Dec.	

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends,

regular work schedule (such as overtime, weekends, and holidays).

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare

portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

4 Includes severance pay and supplemental unemployment benefits.

— Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

Professional specialty and technical occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$37.39	\$37.44	\$38.02	_	_	_	_	_
Wages and salaries		27.71	28.09	_	_	_	_	_
Total benefits		9.73	9.93	_	_	_	_	_
Paid leave		2.81	2.84	_	_	_	_	_
Supplemental pay		.57	.56	l	_	_	_	_
Insurance		2.37	2.44	ı	_	_	_	_
Retirement and savings		1.46	1.51	_	_	_	_	_
Legally required benefits	2.45	2.46	2.52	_	_	_	_	_
Other benefits ¹		.06	.06	_	-	-	-	-
		F	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	-	_	_	_	_
Wages and salaries		74.0	73.9	-	-	-	_	_
Total benefits		26.0	26.1	-	-	-	_	_
Paid leave		7.5	7.5	-	_	_	_	_
Supplemental pay		1.5	1.5	-	_	_	_	_
Insurance		6.3	6.4	-	_	_	_	_
Retirement and savings		3.9	4.0	-	_	_	_	_
Legally required benefits		6.6	6.6	-	_	_	_	_
Other benefits ¹	.2	.2	.2	-	_	-	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componentian	\$40.04	\$40.10	\$40.74					
Total compensation		29.86	30.27	_	_	_	_	_
Total benefits		10.24	10.47					_
Paid leave		2.99	3.03	_	_	_	_	_
Supplemental pay		.54	.53	_	_	_	_	_
Insurance	_	2.48	2.56	_	_	_	_	_
Retirement and savings		1.59	1.66	_	_	_	_	_
Legally required benefits	2.55	2.57	2.62	_	_	_	_	-
Other benefits ¹	.07	.07	.07	-	-	-	_	-
		Р	ercent of	total cor	npensati	on by yea	ar	I
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		74.5	74.3	_	_	_	_	_
Total benefits		25.5	25.7	_	_	_	_	-
Paid leave	7.4	7.5	7.4	_	_	_	_	-
Supplemental pay	1.3	1.3	1.3	_	_	_	_	-
Insurance		6.2	6.3	_	_	-	-	-
Retirement and savings		4.0	4.1	_	-	-	_	-
Logally required bonefite	6.4	6.4	6.4	_	_	l –	l –	I –
Legally required benefits Other benefits ¹		.2	.2					

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Nurses

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$33.73	\$34.20	\$34.51	_	_	_	_	_
Wages and salaries		24.79	25.02	_	_	_	_	_
Total benefits		9.41	9.49	_	_	_	_	_
Paid leave		2.75	2.77	_	_	_	_	l –
Supplemental pay		1.21	1.21	_	_	_	_	_
Insurance		1.84	1.84	_	_	_	_	_
Retirement and savings	1.00	.98	.99	_	_	_	_	-
Legally required benefits	2.57	2.62	2.65	_	_	_	_	-
Other benefits ¹	.02	.02	.02	-	-	-	-	-
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		72.5	72.5	_	_	_	_	-
Total benefits	27.6	27.5	27.5	_	_	_	_	-
Paid leave		8.0	8.0	_	_	_	_	-
Supplemental pay		3.5	3.5	_	_	_	_	-
Insurance		5.4	5.3	_	_	_	_	-
Retirement and savings		2.9	2.9	_	_	_	_	_
Legally required benefits Other benefits ¹		7.7	7.7 .1	_	_	_	_	-
Other penelits		.1	-1	_	_	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Teachers

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$41.89	\$41.55	\$42.76	_	_	_	_	_
Wages and salaries		31.70	32.50	_	_	_	_	_
Total benefits		9.85	10.26	_	_	_	_	_
Paid leave		2.20	2.26	_	_	_	_	_
Supplemental pay		.08	.09	_	_	_	_	_
Insurance		2.93	3.05	_	_	_	_	-
Retirement and savings	2.24	2.20	2.31	_	_	_	_	-
Legally required benefits	2.38	2.35	2.46	_	_	_	_	_
Other benefits ¹	.09	.09	.09	_	-	_	_	-
		F	ercent of	total cor	npensati	on by yea	ar	ı
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		76.3	76.0	_	-	-	_	-
Total benefits	23.7	23.7	24.0	_	_	_	_	-
Paid leave		5.3	5.3	_	_	_	-	-
Supplemental pay		2	.2	_	_	_	_	-
Insurance		7.1	7.1	_	_	_	_	-
Retirement and savings		5.3	5.4	_	_	_	_	-
Legally required benefits		5.7	5.8	_	_	_	_	-
Other benefits ¹	.2	.2	.2	_	_	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Technical occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$28.49	\$28.71	\$29.08	_	_	_	_	_
Wages and salaries		20.65	20.92	_	_	_	_	_
Total benefits	7.97	8.06	8.17	_	_	_	_	_
Paid leave		2.20	2.23	_	_	_	_	_
Supplemental pay	-	.68	.66	_	_	_	_	_
Insurance		2.02	2.06	_	_	_	_	_
Retirement and savings	1.00	1.02	1.01	_	_	_	_	_
Legally required benefits	2.11	2.12	2.18	_	_	_	_	-
Other benefits ¹	.02	.02	.03	-	_	-	_	-
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		71.9	71.9	_	-	-	_	-
Total benefits	28.0	28.1	28.1	_	-	-	_	-
Paid leave		7.7	7.7	_	-	_	_	-
Supplemental pay		2.4	2.3	_	-	_	_	-
Insurance		7.0	7.1	_	-	_	_	-
Retirement and savings		3.6	3.5	-	-	_	_	-
Legally required benefits		7.4	7.5	_	-	_	_	-
Other benefits ¹	.1	.1	.1	_	_	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Executive, administrative, and managerial occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
<u>'</u>	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$42.20	\$42.41	\$42.30	_	_	_	_	
Wages and salaries		30.53	30.43	_	_	_	_	_
Total benefits		11.88	11.87	_	_	_	_	_
Paid leave		3.70	3.66	_	_	_	_	_
Supplemental pay	1.50	1.37	1.37	_	_	_	_	-
Insurance		2.45	2.43	-	-	-	_	-
Retirement and savings		1.52	1.55	_	_	_	_	-
Legally required benefits	2.73	2.78	2.79	_	_	_	_	-
Other benefits ¹	.06	.07	.08	_	_	_	_	_
		F	ercent of	total cor	npensati	on by yea	ar	•
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		72.0	71.9	_	_	_	_	-
Total benefits		28.0	28.1	_	_	_	_	-
Paid leave		8.7 3.2	8.7 3.2	_	_	_	_	-
Supplemental payInsurance		5.8	3.2 5.7	_	_	_	_	-
Retirement and savings	_	3.6	3.7		_		_	_
Legally required benefits		6.6	6.6	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 ⁻ Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Administrative support, including clerical occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
•	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	¢10 /1	\$18.50	\$18.66					
Wages and salaries		13.24	13.31	_	_	_	_	_
Total benefits		5.26	5.34	_		_		
Paid leave		1.33	1.34	_	_	_	_	_
Supplemental pay		.33	.34	_	_	_	_	_
Insurance		1.65	1.69	_	_	_	_	_
Retirement and savings	.57	.55	.57	_	_	_	_	_
Legally required benefits	1.36	1.37	1.38	_	_	_	_	_
Other benefits ¹	.02	.02	.03	_	-	-	-	-
		Р	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries	71.5	71.6	71.3	_	_	_	_	_
Total benefits	28.5	28.4	28.6	_	_	_	_	_
Detaile and		7.2	7.2	-	_	-	-	-
Paid leave	1.8	1.8	1.8	_	_	_	_	-
Supplemental pay	_	_						
Supplemental payInsurance	8.8	8.9	9.1	_	_	-	_	_
Supplemental payInsuranceRetirement and savings	8.8 3.1	3.0	3.1	_ _	_ _	_ _	_	_
Supplemental payInsurance	8.8 3.1 7.4			- - -	- - -	- - -	- - -	- - -

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service industries

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$24.82	\$24.63	\$25.01	_	_	_	_	_
Wages and salaries		18.35	18.59	_	_	_	_	_
Total benefits		6.29	6.41	_	_	_	_	_
Paid leave		1.74	1.76	_	_	_	_	_
Supplemental pay	.32	.33	.32	_	_	_	_	_
Insurance		1.61	1.66	_	_	_	_	_
Retirement and savings	.84	.80	.83	_	_	_	_	_
Legally required benefits	1.78	1.78	1.82	_	_	_	_	_
Other benefits ¹	.02	.02	.02	-	-	-	-	-
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	-	_	_
Wages and salaries	74.5	74.5	74.3	_	_	_	_	_
Total benefits		25.5	25.6	_	-	-	_	_
Paid leave		7.1	7.0	_	-	-	_	_
Supplemental pay	1.3	1.3	1.3	_	_	_	_	_
Insurance		6.5	6.6	_	_	_	-	-
Retirement and savings		3.2	3.3	_	_	_	_	_
Legally required benefits	7.2	7.2	7.3	-	_	_	_	_
Other benefits ¹	.1	.1	.1	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Health services

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$24.95	\$24.94	\$25.13	_	_	_	_	_
Wages and salaries	18.11	18.09	18.21	_	_	_	_	_
Total benefits	6.84	6.85	6.93	_	_	_	_	_
Paid leave		2.13	2.16	_	_	_	_	l –
Supplemental pay		.50	.51	_	_	_	_	-
Insurance	1.60	1.62	1.64	_	_	_	_	_
Retirement and savings	.72	.71	.73	_	_	_	_	_
Legally required benefits		1.86	1.88	_	_	_	_	-
Legally required benefits Other benefits ²	(1)	(1)	(1)	-	-	-	-	-
	Percent of total compensation by year							
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	_
Wages and salaries		72.5	72.5	_	_	_	_	-
Total benefits	27.4	27.5	27.6	_	_	_	_	-
Paid leave		8.5	8.6	_	_	_	_	-
Supplemental pay		2.0	2.0	_	_	_	_	-
Insurance		6.5	6.5	_	_	_	_	-
Retirement and savings		2.8	2.9	_	_	_	_	-
Legally required benefits		7.5	7.5	_	_	_	_	-
Other benefits ²	(3)	(3)	(3)	_	_	_	_	-

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Hospitals

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$26.94	\$27.28	\$27.63	_	_	_	_	_	
Wages and salaries		19.11	19.34	_	_	_	_	_	
Total benefits	8.05	8.17	8.29	_	_	_	_	_	
Paid leave		2.38	2.42	_	_	_	_	_	
Supplemental pay		.76	.77	_	_	_	_	_	
Insurance	2.08	2.11	2.14	_	_	_	_	_	
Retirement and savings	.86	.86	.88	_	_	_	_	_	
Legally required benefits	2.00	2.04	2.06	_	_	_	_	-	
Legally required benefits Other benefits ¹	.02	.02	.02	-	-	-	-	-	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	100.0	100.0	100.0	_	-	_	_	-	
Wages and salaries		70.1	70.0	_	_	_	_	-	
Total benefits	29.9	29.9	30.0	_	-	-	_	-	
Paid leave		8.7	8.8	-	-	_	_	-	
Supplemental pay		2.8	2.8	_	-	_	-	-	
Insurance		7.7	7.7	_	-	_	-	-	
Retirement and savings		3.2	3.2	_	-	_	_	-	
Legally required benefits		7.5	7.5	_	-	_	_	-	
Other benefits ¹	.1	.1	.1	_	_	_	_	-	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Educational services

Eddodional convices								
			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$33.35	\$33.38	\$34.20	_	_	_	_	_
Wages and salaries		24.73	25.25	_	_	_	_	_
Total benefits		8.65	8.95	_	_	_	_	_
Paid leave		2.12	2.18	_	_	_	_	_
Supplemental pay	.11	.10	.11	_	_	-	_	_
Insurance		2.72	2.82	-	_	-	_	_
Retirement and savings		1.71	1.78	-	_	-	_	_
Legally required benefits		1.93	2.00	_	_	-	_	_
Other benefits ¹	.06	.06	.06	_	_	_	_	_
		F	ercent of	total cor	npensati	on by yea		
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	-	_	_
Wages and salaries		74.1	73.8	_	_	-	_	_
Total benefits		25.9	26.2	_	_	-	_	_
Paid leave		6.4	6.4	_	_	-	_	_
Supplemental pay		.3	.3	_	_	-	-	_
Insurance		8.1 5.1	8.2 5.2	_	_	_	_	_
Retirement and savings Legally required benefits	_	5.1	5.2 5.8	_	_	_	_	_
Other benefits ¹		2.8	3.6			_	_	
Other benefits	.2	ا	۔۔			_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Elementary and secondary education

			Cost p	er hour v	worked b	y year			
Compensation component		20	02			20	03		
•	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$32.57	\$32.64	\$33.49						
Wages and salaries		24.29	24.88	_	_	_	_	_	
Total benefits		8.35	8.61	_	_	_			
Paid leave		1.86	1.90	_	_	_	_	_	
Supplemental pay		.08	.08	_	_	_	_	_	
Insurance		2.92	3.03	_	_	_	_	_	
Retirement and savings	1.61	1.60	1.65	_	_	_	_	_	
Legally required benefits	1.77	1.79	1.85	_	-	_	_	_	
Other benefits ¹	.09	.09	.09	-	-	-	-	-	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	100.0	100.0	100.0	_	_	_	_	_	
Wages and salaries	74.4	74.4	74.3	_	_	_	_	_	
Total benefits	25.5	25.6	25.7	_	-	_	_	_	
Paid leave	5.7	5.7	5.7	_	-	_	_	_	
Supplemental pay		.2	.2	_	_	_	-	-	
Insurance		8.9	9.0	_	-	-	_	-	
	4.9	4.9	4.9	_	_	_	l –	-	
Retirement and savings		_	-					ı	
	5.4	5.5	5.5	_	_	_	_	_	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Higher education

			Cost p	er hour	worked b	y year				
Compensation component		20	02			20	03			
'	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Fotal compensation	\$35.54	\$35.81	\$36.34							
Wages and salaries		26.32	26.57			_	_			
Total benefits		9.49	9.78	_	_	_	_	_		
Paid leave		2.68	2.72	_	_	_	_	_		
Supplemental pay		.13	.15		_	_	_	_		
Insurance		2.47	2.60		_	_	_	_		
Retirement and savings		2.02	2.06	_	_	_	_	_		
Legally required benefits		2.18	2.24	_	_	-	_	_		
Other benefits ²		(1)	(1)	-	-	-	-	-		
		F	ercent of	total cor	npensati	on by yea	ar			
		20	02			2003				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	100.0	100.0	100.0	_	_	-	_	_		
Wages and salaries	73.4	73.5	73.1	_	_	-	_	_		
Total benefits	26.6	26.5	26.9	_	_	-	_	_		
Paid leave		7.5	7.5	_	_	-	_	_		
Supplemental pay		.4	.4	_	_	-	-	-		
Insurance		6.9	7.2	_	_	-	_	-		
Retirement and savings		5.6	5.7	_	_	-	-	-		
Legally required benefits	6.2	6.1	6.2	_	_	-	-	-		
Other benefits ²	(3)	(3)	(3)	_	_	-	_	-		

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

Professional specialty and technical occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$40.51	\$40.42	\$41.45	_	_	_	_	_	
Wages and salaries		30.09	30.74	_	_	_	_	_	
Total benefits	10.33	10.33	10.71	_	_	_	_	_	
Paid leave		2.50	2.55	_	_	_	_	_	
Supplemental pay		.17	.17	_	_	_	_	l –	
Insurance		3.15	3.28	_	_	_	_	_	
Retirement and savings	2.23	2.20	2.31	_	_	_	_	l –	
Legally required benefits	2.22	2.22	2.30	_	_	_	_	-	
Legally required benefits Other benefits ¹	.09	.09	.09	-	-	-	-	-	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec	
Total compensation		100.0	100.0	_	_	_	_	-	
Wages and salaries		74.4	74.2	_	_	_	_	-	
Total benefits		25.6	25.8	_	_	_	_	-	
Paid leave		6.2	6.2	_	_	_	_	-	
Supplemental pay		.4	.4	_	_	_	_	-	
Insurance		7.8	7.9	_	_	_	_	-	
Retirement and savings		5.4	5.6	_	_	_	_	-	
Legally required benefits Other benefits ¹		5.5 .2	5.5 .2	_	_	_	_	-	
Other penelity	.2	۔۔ ا	۷. ۲	_	_	_	_	-	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty occupations

			Cost p	er hour	worked b	y year				
Compensation component		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total companyation	\$41.82	\$41.78	\$42.85							
Total compensation		31.24	31.91		_		_			
Total benefits	10.53	10.54	10.93							
Paid leave		2.51	2.56	_		_				
Supplemental pay	_	.14	.15	_	_	_	_	_		
Insurance		3.24	3.38	_	_	_	_	_		
Retirement and savings		2.28	2.40	_	_	_	_	_		
Legally required benefits		2.27	2.35	_	_	_	_	_		
Other benefits ¹	.09	.10	.10	-	-	-	-	_		
	Percent of total compensation by year									
		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation		100.0	100.0	_	_	_	_	_		
Wages and salaries		74.8	74.5	_	_	_	_	_		
Total benefits		25.2	25.5	_	_	_	_	_		
Paid leave		6.0	6.0	_	_	_	_	_		
Supplemental pay		3	.4	_	_	_	_	_		
Insurance		7.8	7.9	_	_	_	_	_		
Retirement and savings		5.5	5.6	_	_	_	_	_		
Legally required benefits Other benefits ¹		5.4	5.5 .2	-	_	_	_	_		
	.2	.2				1		1		

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Teachers

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$44.39	\$44.37	\$45.48	_	_	_	_	_	
Wages and salaries		33.69	34.36	_	_	_	_	_	
Total benefits		10.69	11.11	_	_	_	_	_	
Paid leave		2.35	2.39	_	_	_	_	_	
Supplemental pay		.07	.08	_	_	_	_	_	
Insurance		3.32	3.49	_	_	_	_	-	
Retirement and savings	2.53	2.51	2.64	_	_	_	_	-	
Legally required benefits	2.33	2.33	2.41	_	_	_	_	_	
Legally required benefits Other benefits ¹	.11	.11	.11	-	-	-	-	-	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	_	_	-	
Wages and salaries		75.9	75.5	_	_	_	_	-	
Total benefits	24.1	24.1	24.4	_	_	_	_	_	
Paid leave		5.3	5.3	_	_	_	_	-	
Supplemental pay		.2	.2	_	_	_	_	-	
Insurance		7.5	7.7	_	_	_	_	-	
Retirement and savings		5.7	5.8	_	_	_	_	-	
Legally required benefits Other benefits ¹		5.3	5.3 .2	_	_	_	_	-	
Other benefits:	.2	.2	.2	_	_	_	_	-	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Technical occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total componentian	\$26.59	\$26.57	\$27.15						
Total compensation		18.33	18.69		_		_	_	
Total benefits	8.24	8.24	8.46						
Paid leave		2.40	2.44	_	_	_	_	_	
Supplemental pay	_	.44	.45	_	_	_	_	_	
Insurance		2.22	2.31	_	_	_	_	_	
Retirement and savings		1.39	1.39	_	_	_	_	_	
Legally required benefits		1.74	1.81	_	_	_	_	_	
Other benefits ¹	.04	.05	.05	-	-	-	-	-	
		F	ercent of	total cor	npensati	on by yea	ar		
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	_	_	_	
Wages and salaries		69.0	68.8	_	_	-	_	_	
Total benefits		31.0	31.2	_	_	_	_	_	
Paid leave		9.0	9.0	_	_	_	_	_	
Supplemental pay		1.7	1.7	_	_	_	_	_	
Insurance		8.4	8.5	_	_	_	_	_	
Retirement and savings		5.2	5.1	-	_	_	_	_	
Legally required benefits Other benefits ¹		6.5	6.7 .2	-	_	_	_	_	
		.2			ı	1	ı	1	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Executive, administrative, and managerial occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total componentian	\$39.42	\$39.17	\$39.81						
Total compensation		27.32	27.71	_	_	_	_	_	
Total benefits		11.85	12.10						
Paid leave		3.98	4.02	_	_	_	_	_	
Supplemental pay		.17	.18	_	_	_	_	_	
Insurance		3.31	3.36	_	_	_	_	_	
Retirement and savings		2.13	2.23	_	_	_	_	_	
Legally required benefits		2.23	2.27	_	_	_	_	_	
Other benefits ¹	.04	.04	.04	-	-	-	-	-	
		Р	ercent of	total cor	npensati	on by yea	ar		
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	100.0	100.0	100.0	_	_	_	_	_	
Wages and salaries		69.7	69.6	_	_	_	_	_	
Total benefits	30.1	30.3	30.4	-	_	-	-	-	
Paid leave		10.2	10.1	-	_	-	-	-	
Supplemental pay		.4	.5	-	_	-	_	-	
Insurance		8.5	8.4	-	_	-	_	-	
		5.4	5.6	l –	l –	_	l –	-	
Retirement and savings		_			l			ı	
Retirement and savings Legally required benefits Other benefits ¹	5.7	5.7	5.7	_	_	_	_	_	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Administrative support, including clerical occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ¹	6.73 1.82 .12 2.54 .96	\$20.34 13.51 6.82 1.84 .12 2.57 .98 1.27	\$20.72 13.73 6.98 1.87 .13 2.64 1.01 1.30 .04	-		- - - - - -	- - - - - - -	-
		Р	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ¹	66.6 33.4 9.0 .6 12.6 4.8	100.0 66.4 33.5 9.0 .6 12.6 4.8 6.2	100.0 66.3 33.7 9.0 .6 12.7 4.9 6.3 .2			- - - - - -	- - - - - - -	- - - - - - -

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$24.59	\$24.76	\$25.30	_	_	_	_	_
Wages and salaries		16.27	16.53	_	_	_	_	_
Total benefits	8.38	8.49	8.78	_	_	_	_	l _
Paid leave		2.30	2.35	_	_	_	_	_
Supplemental pay	-	.40	.41	_	_	_	_	_
Insurance		2.76	2.89	_	_	_	_	_
Retirement and savings	1.26	1.27	1.32	_	_	_	_	_
Legally required benefits	1.71	1.72	1.76	_	_	_	_	-
Other benefits ¹	.04	.04	.04	-	-	-	-	-
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02		2003			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	_
Wages and salaries		65.7	65.3	_	-	-	_	-
Total benefits	34.1	34.3	34.7	_	-	_	_	-
Paid leave		9.3	9.3	_	-	_	_	-
Supplemental pay		1.6	1.6	_	-	_	_	-
Insurance		11.1	11.4	_	-	_	_	-
Retirement and savings		5.1	5.2	_	_	_	_	-
Legally required benefits		6.9	7.0	_	_	_	_	-
Other benefits ¹	.2	.2	.2	_	-	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Health services

			Cost p	oer hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits1	17.48 8.55 2.60 .70 2.26 1.14 1.81	\$26.17 17.58 8.59 2.61 .70 2.28 1.12 1.84 .04	\$26.56 17.80 8.76 2.65 .71 2.38 1.14 1.85		- - - - - - -	- - - - - - -	- - - - - - -	- - - - - - -
		F	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ¹	67.2 32.8 10.0 2.7 8.7 4.4	100.0 67.2 32.8 10.0 2.7 8.7 4.3 7.0	100.0 67.0 33.0 10.0 2.7 9.0 4.3 7.0		- - - - - -	-	- - - - - -	- - - - - -

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Hospitals

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$26.73	\$26.94	\$27.35						
Wages and salaries		18.18	18.40				_		
Total benefits	8.70	8.76	8.95	_	_	_	_	_	
Paid leave		2.69	2.74	_	_	_	_	_	
Supplemental pay		.68	.69	_	_	_	_	_	
Insurance		2.26	2.38	_	_	_	_	_	
Retirement and savings		1.18	1.19	_	_	_	_	_	
Legally required benefits	1.88	1.91	1.91	_	_	_	_	_	
Other benefits ¹	.04	.04	.04	-	-	-	-	-	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	_	_	_	
Wages and salaries		67.5	67.3	_	-	_	-	_	
Total benefits		32.5	32.7	_	_	_	_	_	
Paid leave		10.0	10.0	_	_	_	_	_	
Supplemental pay		2.5	2.5	_	_	_	_	_	
Insurance		8.4 4.4	8.7 4.4	_	_	_	_	_	
Retirement and savings				_	_	_	_	_	
Logally required banefite									
Legally required benefits Other benefits ¹		7.1 .1	7.0 .1	_	_	_	_	_	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Educational services

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$34.17	\$34.21	\$35.00	_	_	_	_	_
Wages and salaries		25.27	25.76	_	_	_	_	_
Total benefits		8.93	9.24	_	_	_	_	l _
Paid leave		2.14	2.19	_	_	_	_	_
Supplemental pay	-	.10	.11	_	_	_	_	_
Insurance	2.90	2.92	3.04	_	_	_	_	_
Retirement and savings	1.84	1.82	1.90	_	_	_	_	_
Legally required benefits	1.87	1.87	1.92	_	_	_	_	-
Other benefits ¹	.07	.07	.07	-	-	-	-	-
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02		2003			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		73.9	73.6	_	-	-	_	-
Total benefits	26.2	26.1	26.4	_	-	-	_	-
Paid leave		6.3	6.3	_	_	_	_	-
Supplemental pay		.3	.3	_	-	_	_	-
Insurance		8.5	8.7	_	-	_	_	-
Retirement and savings		5.3	5.4	-	-	_	_	-
Legally required benefits		5.5	5.5	_	-	_	_	-
Other benefits ¹	.2	.2	.2	_	_	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Elementary and secondary education

			Cost p	er hour v	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$33.29	\$33.36	\$34.17	_	_	_	_	_	
Wages and salaries		24.78	25.34	_	_	_	_	_	
Total benefits		8.58	8.83	_	_	_	_	_	
Paid leave	1.89	1.90	1.93	_	_	_	_	_	
Supplemental pay	.08	.08	.08	_	_	_	_	_	
Insurance	3.04	3.05	3.17	-	-	-	_	_	
Retirement and savings	1.69	1.68	1.73	_	_	_	_	_	
Legally required benefits	1.76	1.77	1.83	_	_	_	_	_	
Other benefits ¹	.10	.10	.10	_	_	_	_	_	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	_	_	_	
Wages and salaries	74.3	74.3	74.2	_	_	_	_	_	
Total benefits		25.7	25.8	_	_	_	_	_	
Paid leave		5.7 .2	5.6 .2	_	_	_	_	_	
Supplemental payInsurance		9.1	9.3	_	_	_	_	_	
Retirement and savings		5.0	9.3 5.1	_				_	
Netheritalia savings	-						_	_	
Legally required benefits	5.3	5.3	5.4	_	_	_	_	_	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Higher education

Tilgilor oddodilori									
			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		\$37.07	\$37.59	_	_	_	_	_	
Wages and salaries		27.21	27.39	_	_	-	_	_	
Total benefits		9.86	10.20	_	_	-	_	_	
Paid leave		2.77	2.82	_	_	-	_	_	
Supplemental pay		.15	.17	_	_	-	_	_	
Insurance		2.64	2.80	_	_	-	_	_	
Retirement and savings		2.21	2.27	_	_	-	_	_	
Legally required benefits Other benefits ²		2.09 (¹)	2.14 (¹)	_	_	_	_	_	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0 73.4	100.0 72.9	-	_	_ _	_ _	_	
Total benefits		26.6	27.1	_	_	-	_	_	
Paid leave		7.5	7.5	_	_	-	_	_	
Supplemental pay		.4	.5	_	_	-	_	_	
Insurance	7.1	7.1	7.4	_	_	-	_	_	
Retirement and savings	6.0	6.0	6.0	-	_	-	_	_	
Legally required benefits	5.7	5.6	5.7	-	_	-	_	_	
Other benefits ²	(3)	(3)	(3)	_	_	-	_	_	

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Public administration

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$28.61	\$28.79	\$29.27	_	_	_	_	_
Wages and salaries		19.12	19.30	_	_	_	_	_
Total benefits		9.67	9.97	_	_	_	_	_
Paid leave		2.85	2.87	_	_	_	_	_
Supplemental pay		.42	.44	_	_	_	_	_
Insurance		2.80	2.90	_	_	_	_	-
Retirement and savings	1.78	1.79	1.91	_	_	_	_	-
Legally required benefits	1.75	1.75	1.79	_	_	-	_	-
Other benefits ¹	.06	.06	.06	-	-	-	-	-
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02		2003			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		66.4	65.9	_	_	_	_	-
Total benefits		33.6	34.1	_	_	_	_	-
Paid leave		9.9	9.8	_	_	_	_	-
Supplemental pay		1.5	1.5	_	_	_	_	-
Insurance		9.7	9.9	_	_	_	_	-
Retirement and savings		6.2	6.5	_	_	_	_	-
Legally required benefits Other benefits ¹		6.1 .2	6.1 .2	_	_	_	_	-
Other perions	.2	.2	۔۔	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

Professional specialty and technical occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$35.81	\$36.00	\$36.40						
Wages and salaries		26.56	26.84		-	_	_	_	
Total benefits	9.38	9.44	9.56						
Paid leave		2.95	2.98	_	_	_	_	_	
Supplemental pay		.76	.75	_	_	l _	_	l _	
Insurance		2.00	2.04	_	_	_	_	_	
Retirement and savings		1.10	1.13	_	_	_	_	_	
Legally required benefits		2.58	2.62	_	_	_	_	_	
Other benefits ¹		.04	.05	_	_	_	_	_	
	Percent of total compensation by year								
		20	02						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	-	_	_	
Wages and salaries		73.8	73.7	_	_	-	_	-	
Total benefits		26.2	26.3	_	_	-	_	-	
Paid leave		8.2	8.2	_	_	-	_	-	
Supplemental pay		2.1	2.1	_	_	-	_	-	
Insurance		5.6	5.6	_	_	-	_	-	
Retirement and savings		3.1	3.1	_	-	-	_	_	
Legally required benefits		7.2	7.2	_	-	-	-	-	
Other benefits ¹	1 .1	1 .1	.1						

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty occupations

	Cost per hour worked by year								
Compensation component		20	02			20	03		
'	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$38.87	\$39.05	\$39.44	_	_	_	_	_	
Wages and salaries		28.99	29.26	_	_	_	_	_	
Total benefits		10.06	10.18	_	_	_	_	_	
Paid leave		3.29	3.32	_	_	_	_	_	
Supplemental pay	.78	.79	.77	_	_	_	_	_	
Insurance		2.00	2.05	_	_	_	_	_	
Retirement and savings	1.20	1.16	1.20	-	-	-	_	_	
Legally required benefits		2.76	2.79	_	_	_	_	_	
Other benefits ¹	.05	.05	.06	_	_	_	_	_	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	_	_	_	
Wages and salaries		74.2	74.2	_	_	_	_	_	
Total benefits		25.8	25.8	_	-	_	-	_	
Paid leave	_	8.4	8.4	_	_	_	_	_	
Supplemental pay		2.0	2.0	_	_	_	_	_	
Insurance Retirement and savings		5.1 3.0	5.2 3.0	_	_	_	_	_	
Legally required benefits		7.1	7.1	_	_	_	_	_	
Other benefits ¹	.1	1 7.1	.2	_	_	_	_	_	
Ouidi deliello		•	ا ک. ا						

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Technical occupations

20 Jun. \$29.01 20.98 8.03 2.17 .71 1.99 .96 2.18 .02	\$29.36 21.23 8.13 2.20 .69 2.03 .96 2.23 .02	Dec.	Mar	20 Jun. – – – – – – – – – – – – – – – – – – –	Sep	Dec.		
\$29.01 20.98 8.03 2.17 .71 1.99 .96 2.18	\$29.36 21.23 8.13 2.20 .69 2.03 .96 2.23 .02	Dec.	Mar	Jun	Sep.	Dec.		
20.98 8.03 2.17 .71 1.99 .96 2.18	21.23 8.13 2.20 .69 2.03 .96 2.23 .02	- - - - - -	- - - - - - -		-	-		
20.98 8.03 2.17 .71 1.99 .96 2.18	21.23 8.13 2.20 .69 2.03 .96 2.23 .02	- - - - - -	- - - - -			-		
8.03 2.17 .71 1.99 .96 2.18	8.13 2.20 .69 2.03 .96 2.23 .02	- - - - -	- - - - -		- - - -	- - - -		
2.17 .71 1.99 .96 2.18	2.20 .69 2.03 .96 2.23 .02	- - - - -	- - - - -		- - - -	- - - -		
1.99 .96 2.18	2.03 .96 2.23 .02	- - - -	- - - -		- - - -	- - - -		
.96 2.18	.96 2.23 .02	- - -	- - - -	- - -	- - -	- - -		
2.18	2.23	- - -	- - -	- - -	- - -	_ _ _		
	.02	_ _	<u>-</u>	_	_	_		
.02		_	-	-	-	_		
Percent of total compensation by year								
20	02		2003					
Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec		
100.0	100.0	_	_	_	-	_		
72.3	72.3	_	_	_	-	_		
27.7	27.7	_	_	_	-	_		
	7.5	_	_	_	-	_		
7.5	1 0 4	_	-	_	-	_		
2.4	2.4		ı			_		
2.4 6.9	6.9	_	_	_	_			
2.4	1		_ _	_	_	_		
	1.0			2.4 2.4 - -	2.4 2.4 - - -	2.4 2.4 - - - - - 6.9 6.9 - - - -		

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Executive, administrative, and managerial occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componentian	\$42.80	\$43.10	\$42.83					
Total compensation		31.22	31.01	_	_	_	_	_
Total benefits		11.88	11.82	_	_	_	_	_
Paid leave		3.64	3.58	_	_	_	_	_
		1.63	1.62	_	_	_	_	_
Supplemental payInsurance		2.26	2.23	_	_	_	_	_
Retirement and savings		1.39	1.40	_				
Legally required benefits		2.90	2.91	_		_	_	
Other benefits ¹		.07	.08	_	-	-	_	-
	Percent of total compensation by year							
		20	02			20	103	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		72.4	72.4					
Total benefits	27.8	27.6	27.6	_		_	_	
Paid leave	_	8.4	8.4	_	_	_	_	_
Supplemental pay		3.8	3.8	_	_	_	_	l _
Insurance		5.2	5.2	_	_	_	_	l _
	_	3.2	3.3	_	_	_	_	_
Remement and Savinds								
Retirement and savings Legally required benefits		6.7	6.8	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Sales occupations

Calco occupations								
			Cost p	per hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$16.38	\$16.97	\$16.95	_	_	_	_	_
Wages and salaries		13.20	13.22	-	_	_	_	_
Total benefits	3.59	3.77	3.73	-	_	_	_	_
Paid leave		.85	.83	ı	_	_	_	-
Supplemental pay		.33	.32		_	_	_	_
Insurance		.87	.86	ı	_	_	_	_
Retirement and savings		.29	.29		_	_	_	_
Legally required benefits Other benefits ²		1.42 (¹)	1.42 (¹)	_	_	_	_	_
		F	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0					
Wages and salaries		77.8	78.0	_	_		_	_
Total benefits		22.2	22.0	_	_	_	_	_
Paid leave		5.0	4.9	_	_	_	_	_
Supplemental pay		1.9	1.9	_	_	_	_	_
Insurance		5.1	5.1	_	_	_	_	_
Retirement and savings	1.7	1.7	1.7	-	_	_	_	_
Legally required benefits	8.4	8.4	8.4	-	_	_	_	_
Other benefits ²	(3)	(3)	(3)	_	_	_	_	_

Data not available.

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Administrative support, including clerical occupations

			Cost p	er hour	worked b	Cost per hour worked by year							
Compensation component		20	02			20	03						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.					
Total compensation	\$18.09	\$18.16	\$18.28	_	_	_	_	_					
Wages and salaries		13.19	13.24	_	_	_	_	_					
Total benefits		4.97	5.04	_	_	_	_	_					
Paid leave		1.23	1.24	_	_	_	_	_					
Supplemental pay	.39	.37	.37	_	_	_	_	_					
Insurance		1.49	1.51	_	_	_	_	-					
Retirement and savings	.49	.48	.49	_	_	_	_	-					
Legally required benefits	1.38	1.39	1.40	_	_	_	_	-					
Other benefits ¹	.02	.02	.03	_	_	_	_	-					
		P	ercent of	total cor	npensati	on by yea	y year						
		20	02			20	03						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.					
Total compensation		100.0	100.0	_	_	_	_	_					
Wages and salaries		72.6	72.4	_	_	_	_	-					
Total benefits		27.4	27.6	_	_	_	_	-					
Paid leave		6.8 2.0	6.8 2.0	_	_	_	_	_					
Supplemental pay		8.2	2.0 8.3	_	_	_	_	-					
Retirement and savings		2.6	2.7										
Legally required benefits		7.7	7.7										
	1.0	1 1.1	1 1.1	_	. –	_	. –						

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Precision production, craft, and repair occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$25.83	\$26.29	\$26.53					
Wages and salaries		18.35	18.47		_	_	_	_
Total benefits	7.78	7.94	8.06					
Paid leave		1.54	1.56	_		_	_	
Supplemental pay		.88	.89	_	_	l _	_	_
Insurance		1.94	1.96	_	_	_	_	_
Retirement and savings		1.04	1.05	_	_	_	_	_
Legally required benefits		2.49	2.56	_	_	_	_	_
Other benefits ¹		.04	.04	_	-	_	_	-
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	103	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	-	_	_
Wages and salaries		69.8	69.6	-	_	-	_	_
Total benefits		30.2	30.4	_	_	-	_	_
Paid leave		5.9	5.9	_	_	-	_	_
Supplemental pay		3.3	3.4	_	_	-	_	-
Insurance		7.4	7.4	-	_	-	_	-
Retirement and savings		4.0	4.0	_	_	-	-	-
Legally required benefits Other benefits ¹		9.5	9.6 .2	_	_	-	-	-
	.1	.2						

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Machine operators, assemblers, and inspectors occupations

			Cost p	er hour	nour worked by year							
Compensation component		20	02			20	03					
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.				
Total compensation	\$18.53	\$18.68	\$18.67									
Wages and salaries		12.51	12.51	_	_	_	_	_				
Total benefits		6.17	6.16	_	_	_	_	l _				
Paid leave		1.21	1.21	_	_	_	_	_				
Supplemental pay	_	.97	.96	_	_	_	_	_				
Insurance		1.73	1.74	_	_	_	_	_				
Retirement and savings		.51	.49	_	_	_	_	-				
Legally required benefits		1.71	1.71	_	_	_	_	-				
Other benefits ¹	.04	.05	.05	-	-	-	-	-				
	Percent of total compensation by year											
		20	02			20	03					
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.				
Total compensation		100.0	100.0	_	_	_	_	-				
Wages and salaries	66.9	67.0	67.0	_	_	_	_	-				
Total benefits	33.1	33.0	33.0	_	-	-	_	-				
Paid leave		6.5	6.5	_	-	-	_	-				
Supplemental pay		5.2	5.1	_	_	_	_	-				
Insurance		9.3	9.3	_	_	_	-	-				
Retirement and savings		2.7	2.6	_	_	-	_	-				
Legally required benefits Other benefits ¹		9.2	9.2 .3	_	_	_	_	_				

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Transportation and material moving occupations

			Cost per hour worked by year							
Compensation component		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	\$20.01	\$20.10	\$20.34	_	_	_	_	_		
Wages and salaries		13.89	14.04	_	_	_	_	_		
Total benefits		6.21	6.31	_	_	_	_	_		
Paid leave		1.01	1.03	_	_	_	_	_		
Supplemental pay	.66	.66	.67	_	_	_	_	_		
Insurance	1.61	1.63	1.67	_	_	_	_	_		
Retirement and savings	.74	.75	.76	_	_	_	_	_		
Legally required benefits	2.10	2.13	2.15	_	_	_	_	_		
Other benefits ¹	.03	.03	.03	-	-	_	-	-		
		P	ercent of	total cor	npensati	on by yea	ar			
		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	100.0	100.0	100.0	_	_	_	_	_		
Wages and salaries		69.1	69.0	_	_	_	_	_		
Total benefits	30.7	30.9	31.0	_	_	_	_	_		
Paid leave		5.0	5.1	_	_	-	_	_		
Supplemental pay	3.3	3.3	3.3	_	_	_	_	_		
Insurance		8.1	8.2	-	_	-	_	_		
Retirement and savings		3.7	3.7	_	_	-	-	_		
Legally required benefits		10.6	10.6	_	_	_	_	_		
Other benefits ¹	.1	.1	.1	_	_	_	_	_		

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Handlers, equipment cleaners, helpers, and laborers

			Cost p	Cost per hour worked by year							
Compensation component		20	02			20	03				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.			
Total companyation	\$14.36	\$14.52	\$14.75								
Total compensation		10.42	10.51	_	_	_	_	_			
Total benefits		4.10	4.24								
Paid leave		.64	.65	_	_	_		_			
Supplemental pay		.43	.44	_	_	_	_	_			
Insurance	1.09	1.11	1.19	_	_	_	_	_			
Retirement and savings		.38	.40	_	_	_	_	_			
Legally required benefits		1.53	1.57	_	_	_	_	_			
Other benefits ²	(1)	(1)	(1)	_	-	-	-	_			
	Percent of total compensation by year										
		20	02			20	03				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.			
Total compensation		100.0	100.0	_	-	_	_	-			
Wages and salaries	71.9	71.8	71.3	_	-	_	_	-			
Total benefits	28.1	28.2	28.7	_	-	-	_	-			
Paid leave		4.4	4.4	_	-	-	_	-			
Supplemental pay		3.0	3.0	-	_	-	-	-			
Insurance		7.6	8.1	-	_	-	-	-			
Retirement and savings		2.6	2.7	_	_	_	-	-			
Legally required benefits Other benefits ²	10.4 (³)	10.5 (³)	10.6 (³)	_	_	_	-	-			

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Construction

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		\$25.58 18.06 7.51 .89	\$25.71 18.13 7.58 .90	- - -	- - -	- - -	- - -	- - -
Supplemental pay	1.61 1.23	.95 1.66 1.21 2.78 (¹)	.94 1.67 1.23 2.82 (¹)	_	- - - -	- - - -	- - - -	- - - -
		P	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	70.3 29.7 3.5 4.1 6.4 4.9	100.0 70.6 29.4 3.5 3.7 6.5 4.7 10.9	100.0 70.5 29.5 3.5 3.7 6.5 4.8 11.0	- - - - - -			- - - - - -	

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Durables manufacturing

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$26.40	\$26.46	\$26.57	_	_	_	_	_
Wages and salaries	17.85	17.91	17.98	_	_	_	_	
Total benefits		8.56	8.59	_	_	_	_	_
Paid leave		2.04	2.05	_	_	_	_	_
Supplemental pay	-	1.19	1.20	_	_	_	_	_
Insurance	2.25	2.26	2.28	_	_	_	_	_
Retirement and savings	.78	.79	.75	_	_	_	_	_
Legally required benefits	2.15	2.17	2.19	_	_	_	_	_
Other benefits ¹	.10	.11	.12	-	_	_	_	-
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	-	-	-	_	_
Wages and salaries	67.6	67.7	67.7	_	_	_	_	_
Total benefits	32.4	32.4	32.3	_	_	_	_	_
Paid leave		7.7	7.7	_	_	_	_	_
Supplemental pay		4.5	4.5	_	_	_	_	_
Insurance		8.5	8.6	_	_	_	_	_
Retirement and savings		3.0	2.8	_	_	_	_	_
Legally required benefits Other benefits ¹		8.2	8.2	_	_	_	_	_
Other benefits:	.4	.4	.5	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Nondurables manufacturing

			Cost p	er hour v	worked b	y year		
Compensation component		20	02			20	03	
<u>'</u>	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$23.44	\$23.59	\$23.56	_	_	_	_	_
Wages and salaries		16.27	16.14	_	_	_	_	_
Total benefits		7.31	7.42	_	_	_	_	_
Paid leave		1.73	1.73	_	_	_	_	_
Supplemental pay	.99	.98	1.02	_	_	_	_	_
Insurance	1.89	1.91	1.97	-	-	-	_	_
Retirement and savings		.72	.72	-	-	-	_	_
Legally required benefits	1.90	1.94	1.94	-	_	_	_	_
Other benefits ¹	.03	.04	.04	_	_	_	_	_
		Р	ercent of	total cor	npensati	on by yea	ar	•
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	_	_	_
Wages and salaries		69.0	68.5	-	_	_	_	_
Total benefits		31.0	31.5	_	_	_	_	_
Paid leave		7.3	7.3	_	_	_	_	_
Supplemental pay		4.2	4.3	_	_	_	_	_
Insurance	-	8.1	8.4	_	_	_	_	_
Retirement and savings		3.1 8.2	3.1 8.2	_	_	_	_	_
Legally required benefits Other benefits ¹	.1	.2	.2	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Transportation and public utilities

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
•	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$29.65	\$29.88	\$30.22					
Wages and salaries		20.57	20.72				_	_
Total benefits		9.31	9.50	_		_		_
Paid leave		2.21	2.25	_	_	_	_	_
Supplemental pay		.99	1.00	_	_	_	_	_
Insurance		2.41	2.47	_	_	_	_	_
Retirement and savings		1.21	1.25	_	_	_	_	_
Legally required benefits	2.39	2.43	2.49	_	_	_	_	_
Other benefits ¹	.04	.05	.04	_	-	_	_	-
		Р	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	-
Wages and salaries	68.4	68.8	68.6	_	_	_	_	-
Total benefits	31.6	31.2	31.4	_	-	-	_	-
Paid leave		7.4	7.4	-	_	_	_	-
0		3.3	3.3	_	_	_	_	-
Supplemental pay			8.2	_	l –	l –	l –	l –
Insurance		8.1						l
InsuranceRetirement and savings	4.7	4.0	4.1	-	_	_	_	_
Insurance	4.7 8.1			- -	- -	- -	_ _	- -

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Wholesale trade

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$23.36	\$23.94	\$24.20	_	_	_	_	_
Wages and salaries		17.18	17.33	_	_	_	_	_
Total benefits		6.75	6.87	_	_	_	_	_
Paid leave		1.53	1.54	_	_	_	_	_
Supplemental pay		.79	.79	_	_	_	_	_
Insurance		1.78	1.83	_	_	_	_	_
Retirement and savings	.62	.63	.66	_	_	_	_	_
Legally required benefits	1.94	1.98	2.01	_	_	_	_	-
Other benefits ¹	.04	.04	.04	_	_	-	_	-
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	-
Wages and salaries	71.9	71.8	71.6	_	_	_	_	-
Total benefits	28.2	28.2	28.4	_	_	-	_	-
Paid leave		6.4	6.4	_	_	_	_	-
Supplemental pay		3.3	3.3	_	-	_	_	-
Insurance		7.4	7.6	_	-	_	_	-
Retirement and savings		2.6	2.7	-	-	-	-	-
Legally required benefits		8.3	8.3	-	-	-	_	-
Other benefits ¹	.2	.2	.2	-	-	-	-	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Retail trade

			Cost p	oer hour	worked b	y year		
Compensation component		20	02			20	03	
·	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	9.35 2.44 .46 .16 .52	\$11.99 9.50 2.49 .47 .16 .54 .15 1.18	\$12.03 9.52 2.51 .47 .16 .54 .15 1.19	_ _	- - - - - - -	- - - - - -	- - - - - -	- - - - - -
		F	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	79.3 20.7 3.9 1.4 4.4 1.2 9.8	100.0 79.2 20.8 3.9 1.3 4.5 1.3 9.8 (³)	100.0 79.1 20.9 3.9 1.3 4.5 1.2 9.9 (³)	- - - - - -	- - - - - - -	- - - - - -	- - - - - -	- - - - - - -

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Finance, insurance, and real estate

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$28.24	\$28.77	\$28.96	_	_	_	_	_	
Wages and salaries		20.32	20.45	_	_	_	_	_	
Total benefits		8.45	8.51	_	_	_	_	_	
Paid leave		2.13	2.14	_	_	-	_	_	
Supplemental pay	1.20	1.20	1.19	_	_	-	_	_	
Insurance		1.97	1.99	-	-	-	_	_	
Retirement and savings		1.12	1.12	_	_	-	_	_	
Legally required benefits	1.92	1.96	1.97	_	_	-	_	-	
Other benefits ¹	.07	.07	.10	_	_	_	_	_	
	Percent of total compensation by year								
		20	02		20	2003			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	-	_	_	
Wages and salaries		70.6	70.6	_	_	-	_	-	
Total benefits		29.4	29.4	_	_	-	_	_	
Paid leave		7.4	7.4	_	_	-	_	_	
Supplemental pay		4.2	4.1	_	_	_	_	_	
Insurance		6.8 3.9	6.9 3.9	_	_			_	
Retirement and cavings					. –	. –	. –	_	
Retirement and savings Legally required benefits		6.8	6.8	_	_	_	l _	_	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service industries

			Cost p	per hour	worked b	y year		
Compensation component		20	02			20	03	
·	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	¢22.22	\$22.28	\$22.53					
Wages and salaries		16.75	16.93	_	_	_	_	_
Total benefits		5.53	5.61	_	_	_	_	_
Paid leave		1.61	1.61	_	_	_	_	_
Supplemental pay		.37	.36	_	_	_	_	_
Insurance		1.25	1.27	_	_	_	_	_
Retirement and savings	.55	.54	.56	_	_	_	_	_
Legally required benefits	1.75	1.76	1.79	_	_	_	_	_
Legally required benefits Other benefits ²	(1)	(1)	(1)	-	_	-	_	_
	Percent of total compensation by year							
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries	75.2	75.2	75.1	_	_	_	_	_
Total benefits	24.8	24.8	24.9	_	_	-	_	-
Paid leave		7.2	7.1	_	_	_	_	_
Supplemental pay		1.7	1.6	_	_	_	_	_
Insurance		5.6	5.6	_	_	_	_	-
Retirement and savings		2.4	2.5	_	_	_	_	_
Legally required benefits	7.8	7.9	7.9	_	_	_	_	-
Other benefits ²	(3)	(3)	(3)	_	_	_	_	-

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

All workers

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$24.57	\$24.76	\$24.94						
Wages and salaries		17.74	17.84				_		
Total benefits		7.01	7.09	_		_	_	_	
Paid leave		1.76	1.77	_	_	_	_	_	
Supplemental pay		.73	.73	_	_	_	_	_	
Insurance		1.73	1.76	_	_	_	_	_	
Retirement and savings		.77	.78	_	_	_	_	_	
Legally required benefits		1.99	2.02	_	_	_	_	_	
Other benefits ¹	.03	.03	.04	-	-	-	-	-	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	_	_	_	
Wages and salaries		71.6	71.5	_	_	_	_	_	
Total benefits		28.3	28.4	_	_	_	_	_	
Paid leave		7.1	7.1	_	_	_	_	_	
Supplemental pay		2.9	2.9	_	_	_	_	_	
Insurance		7.0 3.1	7.1	_	_	_	_	_	
Retirement and savings			3.1	_	_	_	_	_	
Legally required benefits Other benefits ¹		8.0 .1	8.1 .2	_	_	_	_	_	
Onler penenry,	1 .1	.1	۷.۰	_	ı –	_	ı –	_	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

White-collar occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.		Dec.	
Total compensation	\$29.50	\$29.78	\$29.90						
Wages and salaries		21.69	21.76		_	_	_	_	
Total benefits		8.09	8.14	_		_	_	_	
Paid leave		2.37	2.37	_	_	_	_	l _	
Supplemental pay	_	.78	.77	_	_	_	_	_	
Insurance		1.89	1.92	_	_	_	_	_	
Retirement and savings		.89	.91	_	_	_	_	_	
Legally required benefits		2.11	2.13	_	_	-	_	_	
Other benefits ¹	.04	.04	.05	-	-	-	-	_	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	-	_	-	
Wages and salaries	72.8	72.8	72.8	_	_	-	_	-	
Total benefits		27.2	27.2	_	_	-	_	_	
Paid leave		8.0	7.9	-	_	-	_	-	
Supplemental pay	2.7	2.6	2.6	_	_	-	_	-	
Insurance		6.3	6.4	_	_	-	_	-	
Retirement and savings		3.0	3.0	_	_	-	_	_	
Legally required benefits	7.1	7.1	7.1	_	-	ı –	_	I –	
Other benefits ¹		.1	.2						

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Sales occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$21.54	\$22.40	\$22.44						
Wages and salaries		17.12	17.19	_	_	_	_	-	
Total benefits		5.28	5.25	_	_	_	_		
Paid leave		1.28	1.27	_	_	_	_	_	
Supplemental pay	_	.49	.48	_	_	_	_	_	
Insurance	1.24	1.33	1.32	_	_	_	_	_	
Retirement and savings		.43	.42	_	_	_	_	_	
Legally required benefits		1.73	1.73	_	_	_	_	_	
Other benefits ¹	.02	.02	.02	-	_	-	-	_	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	-	_	_	_	
Wages and salaries	76.7	76.4	76.6	-	-	-	_	-	
Total benefits	23.3	23.6	23.4	_	-	_	_	-	
Paid leave		5.7	5.7	-	_	_	_	-	
Supplemental pay	2.2	2.2	2.1	-	_	-	-	-	
Insurance		5.9	5.9	_	_	_	_	-	
Retirement and savings		1.9	1.9	_	_	_	_	-	
Legally required benefits		7.7	7.7	_	_	_	_	-	
Other benefits ¹	.1	.1	.1	_	_	_	_	-	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Administrative support, including clerical occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$19.20	\$19.35	\$19.46					
Wages and salaries		13.81	13.85		-	_	_	_
Total benefits	5.50	5.54	5.61					
Paid leave		1.40	1.41	_		_		_
Supplemental pay		.42	.42	_	_	l _	_	l _
Insurance		1.70	1.73	_	_	_	_	_
Retirement and savings		.55	.56	_	_	_	_	_
Legally required benefits		1.44	1.45	_	_	_	_	_
Other benefits ¹	.03	.03	.03	_	_	_	_	_
	Percent of total compensation by year							
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	-	_	_
Wages and salaries		71.4	71.2	_	_	-	_	-
Total benefits		28.6	28.8	_	-	-	_	-
Paid leave		7.2	7.2	_	-	-	_	-
Supplemental pay		2.2	2.2	_	-	-	-	-
Insurance		8.8	8.9	_	-	-	_	-
Retirement and savings		2.8	2.9	_	-	-	_	-
Legally required benefits Other benefits ¹		7.4	7.5	_	-	-	-	-
	.2	.2	.2		1	I		ı

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

			Cost p	er hour	worked b	y year					
Compensation component		20	02			20	03				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep	Dec.			
Total compensation	\$21.27	\$21.55	\$21.72	_	_	_	_	_			
Wages and salaries		14.85	14.94	_	_	_	_	_			
Total benefits		6.69	6.78	_	_	_	_	_			
Paid leave		1.24	1.25	_	_	_	_	_			
Supplemental pay	.81	.81	.82	_	_	_	_	-			
Insurance		1.77	1.79	_	_	_	_	-			
Retirement and savings		.76	.76	_	_	_	_	-			
Legally required benefits	2.04	2.08	2.12	_	_	_	_	-			
Other benefits ¹	.03	.03	.03	_	_	_	_	_			
		P	ercent of	total cor	npensati	on by yea	ear				
		20	02			20	03				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.			
Total compensation		100.0	100.0	_	_	_	_	-			
Wages and salaries	69.0	68.9	68.8	_	_	_	_	-			
Total benefits		31.0 5.8	31.2 5.8	_	_	_	_	_			
Paid leave Supplemental pay		3.8	3.8	_	_	_	_	_			
Insurance		8.2	8.2		_	_	_	I			
Retirement and savings		3.5	3.5	_	_	_	_	_			
Legally required benefits		9.7	9.8	_	_	_	_	_			
Other benefits ¹		.1	.1	1				l			

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep	Dec.	
Total compensation	\$13.08	\$13.14	\$13.38						
Wages and salaries		9.65	9.79	_	_	_	_	_	
Total benefits		3.49	3.59	_	_	_	_		
Paid leave		.73	.74	_	_	_	_	_	
Supplemental pay		.27	.28	_	_	_	_	_	
Insurance		.97	1.00	_	_	_	_	_	
Retirement and savings	.27	.27	.28	_	_	_	_	_	
Legally required benefits	1.24	1.25	1.28	-	-	-	_	_	
Other benefits ²	(1)	(1)	(1)	-	_	-	-	-	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	-	_	_	_	
Wages and salaries	73.5	73.4	73.2	_	-	_	_	_	
Total benefits	26.5	26.6	26.8	_	_	_	_	_	
Paid leave		5.6	5.5	_	_	_	_	_	
Supplemental pay		2.1	2.1	_	_	_	_	_	
Insurance		7.4	7.5	_	_	_	_	_	
Retirement and savings		2.1	2.1	_	_	_	_	_	
Legally required benefits Other benefits ²		9.5	9.6 (³)	_	_	_	_	_	
Other benefits*	(3)	(3)	(3)	_	_	_	_	_	

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Goods-producing industries¹

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$25.77	\$25.91	\$25.98	_	_	_	_		
Wages and salaries		17.78	17.79	_	_	_	_	_	
Total benefits		8.13	8.19	_	_	_	_	_	
Paid leave		1.69	1.70	_	_	_	_	_	
Supplemental pay	1.13	1.09	1.10	_	_	_	_	-	
Insurance		2.08	2.10	-	-	-	_	-	
Retirement and savings		.91	.91	_	_	-	_	-	
Legally required benefits	2.27	2.31	2.33	_	_	-	_	-	
Other benefits ²	.05	.06	.07	_	_	_	_	_	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	-	_	-	
Wages and salaries		68.6	68.5	_	_	-	_	-	
Total benefits		31.4	31.5	_	_	-	_	-	
Paid leave		6.5	6.5	_	_	_	_	-	
Supplemental payInsurance		4.2 8.0	4.2 8.1	_	_	_	_	-	
Retirement and savings		3.5	3.5			_	_		
Legally required benefits		8.9	9.0	l _			_		

¹ Includes mining, construction, and manufacturing.
² Includes severance pay and supplemental unemployment benefits.

Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Construction

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$25.57	\$25.81	\$25.92	_	_	_	_	_
Wages and salaries		18.19	18.24	_	_	_	_	_
Total benefits	7.63	7.62	7.68	_	_	_	_	_
Paid leave		.91	.92	_	_	_	_	_
Supplemental pay		.97	.96	_	_	_	_	_
Insurance	1.64	1.70	1.71	_	_	_	_	-
Retirement and savings	1.26	1.23	1.25	_	_	_	_	-
Legally required benefits		2.80	2.83	_	_	_	_	_
Legally required benefits Other benefits ²	(1)	(1)	(1)	_	_	_	_	-
	Percent of total compensation by year							
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	-
Wages and salaries	70.2	70.5	70.4	_	_	_	_	-
Total benefits	29.8	29.5	29.6	_	-	_	_	_
Paid leave	3.5	3.5	3.5	_	-	_	_	-
Supplemental pay		3.8	3.7	_	-	_	_	-
Insurance		6.6	6.6	_	-	_	_	-
Retirement and savings		4.8	4.8	_	-	-	-	-
Legally required benefits		10.8	10.9	-	-	-	-	-
Other benefits ²	(3)	(3)	(3)	l –	I –	l –	l –	I –

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Manufacturing

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.		Sep.	Dec.		
Total compensation	\$25.57	\$25.68	\$25.73						
Wages and salaries		17.46	17.45				_		
Total benefits	8.17	8.22	8.28	_		_	_		
Paid leave		1.96	1.97	_	_	_	_	_	
Supplemental pay		1.14	1.16	_	_	_	_	_	
Insurance		2.17	2.20	_	_	_	_	_	
Retirement and savings	-	.77	.75	_	_	_	_	_	
Legally required benefits		2.09	2.10	_	_	_	_	_	
Other benefits ¹	.07	.08	.09	-	-	-	-	_	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	_	_	_	
Wages and salaries		68.0	67.8	_	_	_	_	_	
Total benefits		32.0	32.2	_	_	_	_	_	
Paid leave		7.6	7.7	_	_	_	_	_	
Supplemental pay		4.4	4.5	_	_	_	_	_	
Insurance		8.5	8.6	_	_	_	_	_	
Retirement and savings		3.0	2.9	-	_	_	_	_	
Legally required benefits		8.1	8.2	-	_	_	_	_	
Other benefits ¹									

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service-producing industries¹

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	-	Dec.	
Total compensation	\$24.11	\$24.31	\$24.53						
Wages and salaries		17.73	17.87	_	_	_	_	_	
Total benefits	6.52	6.58	6.67						
Paid leave		1.79	1.80	_	_	_	_	_	
Supplemental pay		.59	.58	_	_	_	_	l _	
Insurance	1.55	1.60	1.63	_	_	_	_	_	
Retirement and savings		.71	.73	_	_	_	_	_	
Legally required benefits		1.87	1.90	_	_	_	_	_	
Other benefits ²	.02	.02	.03	-	-	-	-	_	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	_	_	-	
Wages and salaries	73.0	72.9	72.8	_	_	_	_	-	
Total benefits	27.0	27.1	27.2	_	_	_	_	-	
Paid leave		7.4	7.3	_	-	-	_	-	
Supplemental pay		2.4	2.4	_	_	-	_	-	
Insurance	6.4	6.6	6.6	_	_	_	_	-	
Retirement and savings		2.9	3.0	_	_	-	_	-	
Legally required benefits Other benefits ²		7.7	7.7	_	_	-	-	-	
	1 .1	.1	1 .1					1	

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
² Includes severance pay and supplemental unemployment benefits.

Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Transportation and public utilities

Transportation and public dillities								
			Cost p	oer hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$31.53	\$31.73	\$32.11					
Wages and salaries		21.82	21.99	_			_	
Total benefits		9.92	10.12	l	_	_	_	_
Paid leave		2.42	2.46		_	_	_	_
Supplemental pay		1.11	1.12	_	_	_	_	_
Insurance		2.54	2.60	_	_	_	_	_
Retirement and savings	1.50	1.30	1.33	_	_	_	_	_
Legally required benefits		2.49	2.56	-	-	-	_	_
Other benefits ¹	.05	.05	.05	_	-	-	-	-
		P	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		68.8	68.5	_	_	_	_	_
Total benefits	31.7	31.3	31.5	-	_	_	_	_
Paid leave	7.5	7.6	7.7	-	_	_	_	_
Supplemental pay		3.5	3.5	-	-	-	-	-
Insurance	_	8.0	8.1	-	_	_	_	_
Retirement and savings		4.1	4.1	-	_	_	_	_
Legally required benefits		7.8	8.0	-	_	_	-	_
Other benefits ¹	.2	.2	.2	-	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Wholesale trade

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$24.26	\$24.89	\$25.18	_	_	_	_	_
Wages and salaries		17.82	17.99	_	_	_	_	_
Total benefits		7.07	7.19	_	_	_	_	_
Paid leave		1.63	1.64	_	_	_	_	_
Supplemental pay	.79	.83	.83	_	_	_	_	_
Insurance	1.82	1.88	1.94	_	_	_	_	_
Retirement and savings	.65	.66	.70	_	_	_	_	_
Legally required benefits	1.98	2.02	2.05	_	_	_	_	_
Other benefits ¹	.04	.04	.04	-	-	-	-	-
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries	71.7	71.6	71.4	_	_	_	_	_
Total benefits	28.3	28.4	28.6	_	_	_	_	_
Paid leave		6.5	6.5	_	-	_	-	-
Supplemental pay		3.3	3.3	-	_	-	_	-
Insurance		7.6	7.7	-	_	-	-	_
Retirement and savings		2.7	2.8	_	_	_	_	_
Legally required benefits	8.2	8.1	8.1	_	_	_	_	_
Other benefits ¹	.2	.2	.2	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Retail trade

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$15.13	\$15.46	\$15.53	_	_	_	_	_
Wages and salaries		11.97	12.00	_	_	_	_	_
Total benefits		3.48	3.53	_	_	_	_	_
Paid leave		.77	.77	_	_	_	_	_
Supplemental pay		.24	.24	_	_	_	_	-
Insurance		.87	.89	_	_	_	_	_
Retirement and savings	.21	.22	.22	_	_	_	_	-
Legally required benefits		1.39	1.40	_	_	_	_	-
Other benefits ²	(1)	(1)	(1)	_	_	_	_	-
		P	ercent of	total cor	mpensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		77.4	77.3	_	-	_	_	-
Total benefits	22.4	22.5	22.7	_	_	_	_	-
Paid leave		5.0	5.0	_	_	_	_	-
Supplemental pay		1.6	1.5	_	_	_	_	_
Insurance		5.6	5.7	_	_	_	_	-
Retirement and savings		1.4	1.4	_	_	_	_	-
Legally required benefits	8.9 (³)	9.0	9.0	_	_	_	_	-
Other benefits ²	(3)	(3)	(3)	_	_	_	_	-

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Finance, insurance, and real estate

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
T. 1	000.44	# 00 7 4	# 00.00					
Total compensation			\$30.92	-	_	_	_	_
Wages and salaries	21.25	21.56	21.71	_	_	_	_	_
Total benefits		9.15	9.21	-	_	_	_	_
Paid leave	_	2.33	2.34	-	_	_	_	_
Supplemental pay		1.32	1.31	-	_	_	_	_
Insurance		2.14	2.16	l	_	_	_	_
Retirement and savings		1.23	1.23	l	_	_	_	_
Legally required benefits Other benefits ¹		2.05	2.06	_	_	_	_	_
Other benefits ·	.07	.08	.11	_	_	_	_	_
		F	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries	70.5	70.2	70.2	_	_	_	_	_
Total benefits	29.5	29.8	29.8	_	_	_	_	_
Paid leave		7.6	7.6	-	_	_	_	_
Supplemental pay	4.4	4.3	4.2	-	_	_	_	_
Insurance		7.0	7.0	-	_	_	_	_
Retirement and savings		4.0	4.0	-	_	_	_	-
Legally required benefits		6.7	6.7	_	_	_	_	_
Other benefits ¹	.2	.3	.4	l	l	1	l	l

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service industries

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
<u>'</u>	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$24.71	\$24.75	\$24.97					
Wages and salaries		18.30	18.44	_	_	_	_	_
Total benefits		6.45	6.53	_	_	_	_	_
Paid leave		1.97	1.98	_	_	_	_	_
Supplemental pay		.40	.39	_	_	_	_	_
Insurance	1.51	1.51	1.55	_	_	_	_	_
Retirement and savings	.69	.68	.70	_	_	_	_	_
Legally required benefits	1.85	1.87	1.90	_	-	_	_	_
Other benefits ²	(1)	(1)	(1)	_	-	_	_	-
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	_	_	_
Wages and salaries	74.0	73.9	73.8	-	-	-	_	_
Total benefits	26.0	26.1	26.2	_	-	_	_	_
Paid leave		8.0	7.9	-	_	_	_	_
Supplemental pay	1.7	1.6	1.6	_	_	_	_	_
Insurance		6.1	6.2	_	_	_	_	_
Retirement and savings		2.7	2.8	_	_	_	_	_
Legally required benefits		7.6	7.6	_	_	_	_	_
Other benefits ²	(3)	(3)	(3)	_	_	-	-	-

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

All workers

			Cost p	oer hour	worked b	y year		
Compensation component		20	02			20	03	
·	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	9.76 2.38 .40 .18	\$12.15 9.78 2.37 .39 .18	\$12.21 9.83 2.38 .38 .18		- - - -	- - - -	- - - -	- - - -
Insurance Retirement and savings Legally required benefits Other benefits ²	.15	.40 .15 1.24 (¹)	.40 .16 1.25 (¹)	_	- - - -	- - - -	- - - -	- - - -
		P	ercent of	f total cor	mpensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	80.4 19.6 3.3 1.5 3.3 1.2	100.0 80.5 19.5 3.2 1.5 3.3 1.2 10.2 (³)	100.0 80.5 19.5 3.1 1.5 3.3 1.3 10.2 (³)			1 1 1 1 1 1 1		

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

White-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
'	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$15.06	\$15.07	\$15.10	_	_	_	_	_
Wages and salaries		12.10	12.18	_	_	_	_	_
Total benefits		2.96	2.92	_	_	_	_	_
Paid leave		.59	.57	_	_	_	_	_
Supplemental pay	.24	.25	.25	_	_	_	_	_
Insurance	.53	.54	.49	_	_	_	_	_
Retirement and savings		.20	.21		-	-	_	_
Legally required benefits	1.38	1.38	1.39	_	_	_	_	_
Other benefits ²	(1)	(1)	(1)	_	_	_	_	_
		P	ercent of	total cor	mpensati	on by yea	ar	•
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	_
Wages and salaries		80.3	80.7	_	_	_	_	_
Total benefits		19.6	19.3	_	_	_	_	_
Paid leave		3.9	3.8	_	_	_	_	_
Supplemental pay		1.7	1.7	-	_	_	_	_
InsuranceRetirement and savings		3.6 1.3	3.2 1.4	_	_	_	_	_
Legally required benefits		9.2	9.2	_	_	_	_	_
Other benefits ²		(3)	(3)	_		_	_	_

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Sales occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	7.53 1.60 .23 .09 .21	\$9.23 7.61 1.62 .23 .10 .21 .10 .99	\$9.27 7.65 1.62 .23 .10 .21 .10 .99	_			- - - - - -	- - - - - -
		Р	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	82.4 17.5 2.5 1.0 2.3 1.1	100.0 82.4 17.6 2.5 1.1 2.3 1.1 10.7	100.0 82.5 17.5 2.5 1.1 2.3 1.1 10.7 (³)	1111111		- - - - - -	- - - - - -	

Data not available.

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Administrative support, including clerical occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
'	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$13.48	\$13.40	\$13.47					
Wages and salaries		10.70	10.74	_	_	_	_	_
Total benefits		2.70	2.73	_	_	_	_	_
Paid leave		.55	.53	_	_	_	_	_
Supplemental pay	.19	.18	.18	_	_	_	_	_
Insurance		.61	.62	_	_	_	_	-
Retirement and savings		.19	.21	_	_	-	_	-
Legally required benefits	1.18	1.17	1.19	_	_	_	_	-
Other benefits ²	(1)	(1)	(1)	_	_	_	_	_
		P	ercent of	total cor	npensati	on by yea	ar	•
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries	79.5	79.9	79.7	_	_	_	_	-
Total benefits		20.1	20.3	_	_	_	_	-
Paid leave		4.1	3.9	_	_	_	_	-
Supplemental pay		1.3 4.6	1.3 4.6	_	_	_	_	-
InsuranceRetirement and savings		1.4	4.6 1.6					_
1.001101110111 aliu saviliys				_	_	_	ı –	_
Legally required benefits	8.8	8.7	8.8	_	_	_	_	_

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

Dide-collar occupations									
			Cost p	per hour	worked b	y year			
Compensation component		20	02			20	03		
·	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total componenties	¢44.74	\$11.77	\$11.96						
Total compensation		9.04	9.09	_	_	_	_	_	
Total benefits		2.73	2.87						
Paid leave		.36	.35		_	_	_		
Supplemental pay	I	.21	.20	_	_	_	_	_	
Insurance		.53	.64	_	_	_	_	_	
Retirement and savings		.24	.26	_	_	_	_	_	
Legally required benefits	1.38	1.40	1.41	_	_	_	_	_	
Other benefits ²	(1)	(1)	(1)	_	-	_	_	_	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	100.0	100.0	100.0	_	_	_	_	_	
Wages and salaries		76.8	76.0	_	_	_	_	_	
Total benefits		23.2	24.0	_	_	_	_	_	
Paid leave		3.1	2.9	-	_	_	_	-	
Supplemental pay		1.8	1.7	_	_	_	-	-	
Insurance		4.5	5.4	_	_	_	_	_	
Retirement and savings		2.0	2.2	_	_	_	_	_	
Legally required benefits	11.8	11.9	11.8	_	_	_	_	_	
Other benefits ²	(3)	(3)	(3)	_	_	_	_	_	

Data not available.

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$8.56	\$8.58	\$8.63	_	_	_	_	_
Wages and salaries		7.11	7.14	_	_	_	_	_
Total benefits	1.47	1.47	1.49	_	_	_	_	_
Paid leave	.16	.15	.15	_	_	_	_	_
Supplemental pay	.09	.09	.09	_	_	_	_	_
Insurance	.18	.18	.19	_	_	_	_	-
Retirement and savings	.04	.04	.04	_	_	_	_	-
Legally required benefits	1.00	1.00	1.02	_	_	-	_	-
Other benefits ²	(1)	(1)	(1)	-	-	-	-	-
		Р	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		82.9	82.7	_	_	_	_	-
Total benefits	17.2	17.1	17.3	_	_	_	_	-
Paid leave	1.9	1.7	1.7	_	_	_	_	-
Supplemental pay		1.0	1.0	_	_	_	_	-
Insurance		2.1	2.2	_	_	_	_	-
Retirement and savings		.5	.5	_	_	_	_	-
Legally required benefits Other benefits ²	11.7 (³)	11.7 (³)	11.8 (³)	_	_	_	_	_
Other benefits	()	()	()	_	_	_	_	-

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Goods-producing industries¹

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	10.79	\$13.56 10.82	\$13.87 10.97	_ _		_ _	_ _	_ _
Total benefits	2.82	2.74	2.90	_	_	_	_	_
Paid leave		.39	.40	_	_	_	_	_
Supplemental payInsurance	.16 .32	.16 .30	.16 .41	-	_	_	_	_
Retirement and savings		.28	.28	_	_	_	_	_
Legally required benefits Other benefits ³		1.61	1.65 (²)	- -	-	_ _	- -	_
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	79.3 20.7	100.0 79.8 20.2	100.0 79.1 20.9	- - -	- - -	- - -	- - -	- - -
Paid leave		2.9 1.2	2.9 1.2	_	_	_	_	_
Supplemental payInsurance		2.2	3.0	_	_	_	_	
Retirement and savings		2.1	2.0	_	_	_	_	_
Legally required benefits		11.9	11.9	_	_	_	_	_
Other benefits ³		(4)	(4)	_	_	_	_	_

Less than .05 percent.
 Data not available.

 ¹ Includes mining, construction, and manufacturing.
 ² Cost per hour worked is \$0.01 or less.
 ³ Includes severance pay and supplemental unemployment benefits.

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service-producing industries¹

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensationWages and salaries		\$12.11 9.75	\$12.16 9.79	_ _	_ _	_ _ _	_ _	_ _
Total benefits	2.36	2.36	2.37	_	-	-	_	_
Paid leave	-	.39	.38	-	_	_	_	_
Supplemental payInsurance		.18	.18 .40		_	_	_	_
Retirement and savings	-	.15	.15	ı	_	_	_	
Legally required benefits Other benefits ³		1.23	1.24		_ _	_ _	_ _	_ _
		F	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ³	80.4 19.5 3.3 1.5 3.3 1.2	100.0 80.5 19.5 3.2 1.5 3.4 1.2 10.2 (⁴)	100.0 80.5 19.5 3.1 1.5 3.3 1.2 10.2 (⁴)	- - - - - -	- - - - - -		- - - - - -	- - - - - -

Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
 Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental transportations.

unemployment benefits.

Less than .05 percent.
 Data not available.

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Retail trade industries

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$8.43	\$8.48	\$8.53	_	_	_	_	_
Wages and salaries	6.95	7.00	7.04	_	_	_	_	_
Total benefits	1.47	1.48	1.50	_	_	_	_	_
Paid leave	.16	.16	.16	_	_	_	_	-
Supplemental pay	.08	.08	.08	_	_	_	_	-
Insurance		.20	.20	_	_	_	_	-
Retirement and savings		.07	.08	_	_	_	_	-
Legally required benefits Other benefits ²	.96 (1)	.96 (1)	.97 (¹)	_ _	_	_ _	_	_
		P	ercent of	total cor	npensati	on by yea	ar	l
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		82.5	82.5	_	_	_	_	-
Total benefits		17.5	17.6	_	_	_	_	-
Paid leave	1.9	1.9	1.9	_	_	_	_	_
Supplemental pay		.9	.9	_	_	_	_	-
Insurance	2.4 .8	2.4 .8	2.3	-	_	_	_	-
Retirement and savings Legally required benefits	_	11.3	11.4	_	_	_	_	-
Other benefits ²	(³)	(³)	(3)					-
Other benefits	()	(')	(')				_	-

Data not available.

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service industries

			Cost p	er hour	worked b	y year				
Compensation component		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	\$15 /R	\$15.39	\$15.54	_	_	_	_			
Wages and salaries	12.50	12.43	12.57	_	_	_	_	_		
Total benefits		2.96	2.97	_	_	_	_	l _		
Paid leave		.58	.57	_	_	_	_	l –		
Supplemental pay		.27	.27	_	_	_	_	l –		
Insurance		.50	.49	_	_	_	_	_		
Retirement and savings	17	.16	.17	_	_	_	_	-		
Legally required benefits		1.44	1.46	_	_	_	_	-		
Other benefits ²	. (1)	(1)	(1)	-	-	-	_	-		
		P	ercent of	total cor	npensati	on by yea	ar			
		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	. 100.0	100.0	100.0	_	_	_	_	_		
Wages and salaries	. 80.7	80.8	80.9	_	_	_	_	_		
Total benefits	. 19.3	19.2	19.1	_	_	_	_	-		
Paid leave		3.8	3.7	_	-	-	_	-		
Supplemental pay		1.8	1.7	-	_	_	_	-		
Insurance	-	3.2	3.2	_	_	-	_	-		
Retirement and savings	. 1.1	1.0	1.1	_	_	_	_	-		
Legally required benefits	. 9.4	9.4	9.4	_	_	_	_	-		
Other benefits ²	. (3)	(3)	(3)	-	-	_	-	-		

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

White-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$34.48	\$34.54	\$34.56					
Wages and salaries		24.35	24.28	_	_		_	_
Total benefits	10.26	10.18	10.27	_	_	_	_	
Paid leave		2.81	2.81	_	_	_	_	_
Supplemental pay		1.32	1.36	_	_	_	_	_
Insurance		2.41	2.45	_	_	_	_	_
Retirement and savings	1.04	1.05	1.03	_	_	_	_	_
Legally required benefits	2.45	2.50	2.50	_	_	_	_	-
Other benefits ¹	.09	.10	.12	-	-	-	-	-
		F	ercent of	total cor	npensati	on by yea	ar	ı
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	_	_	-
Wages and salaries	70.2	70.5	70.3	_	-	_	_	-
Total benefits	29.8	29.5	29.7	_	_	_	_	_
Paid leave		8.1	8.1	-	_	_	_	-
Supplemental pay	4.4	3.8	3.9	_	_	_	_	-
Insurance		7.0	7.1	_	_	_	_	-
Retirement and savings		3.0	3.0	_	_	_	_	_
Legally required benefits Other benefits ¹		7.2	7.2	_	_	_	_	_
				_	_			

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty and technical occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
·	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componentian	. \$38.06	\$38.50	\$38.65					
Total compensation		26.95	27.01	_	_	_	_	
Total benefits		11.55	11.65	_		_	_	
Paid leave		3.50	3.53	_	_	_	_	_
Supplemental pay		1.04	1.06	_	_	_	_	_
Insurance		2.82	2.86	_	_	_	_	_
Retirement and savings	. 1.19	1.28	1.24	_	_	_	_	_
Legally required benefits		2.74	2.76	-	_	_	_	_
Other benefits ¹	17	.17	.19	-	-	-	-	-
		Р	ercent of	total cor	npensati	on by yea	ar	•
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	. 100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		70.0	69.9	_	-	_	_	-
	. 29.9	30.0	30.1	_	–	_	_	_
Total benefits								
Paid leave	. 9.1	9.1	9.1	_	-	-	_	_
Paid leaveSupplemental pay	. 9.1 . 2.8	9.1 2.7	2.7	- -	_ _	_ _	_	-
Paid leaveSupplemental payInsurance	. 9.1 . 2.8 . 7.3	9.1 2.7 7.3	2.7 7.4	- - -	- - -	- - -	- - -	- - -
Paid leave	9.1 2.8 7.3 3.1	9.1 2.7 7.3 3.3	2.7 7.4 3.2	- - -	- - -	- - -	- - -	- - -
Paid leaveSupplemental payInsurance	9.1 2.8 7.3 3.1 7.1	9.1 2.7 7.3	2.7 7.4	- - - -	- - - -	- - - -	- - - -	- - - -

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty occupations

			Cost p	er hour	r worked by year						
Compensation component		20	02			20	03				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.			
Fatal assentantian	¢40.45	¢40.70	\$44.08								
Fotal compensation		\$43.72 30.86	31.03	_	_	_	_	_			
Wages and salaries Total benefits	12.64	12.86	13.05	_	_	_	_	_			
Paid leave		4.12	4.18								
Supplemental pay		.99	1.01	_							
Insurance		2.90	2.98	_		_		_			
Retirement and savings		1.55	1.51	_	_	_	_	l _			
Legally required benefits		3.06	3.09	_	_	_	_	l _			
Other benefits ¹	.25	.25	.28	-	-	-	-	-			
		P	ercent of	total cor	npensati	on by yea	ar	l			
		20	02			20	03				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec			
Total compensation	100.0	100.0	100.0	_	_	_	_	_			
Wages and salaries		70.6	70.4	_	_	_	_	_			
Total benefits		29.4	29.6	_	_	_	_	-			
Paid leave	9.5	9.4	9.5	-	_	-	_	-			
Supplemental pay	2.4	2.3	2.3	_	_	-	-	-			
Insurance		6.6	6.8	_	_	_	_	-			
Retirement and savings		3.5	3.4	_	_	-	_	-			
Legally required benefits		7.0	7.0	-	_	-	_	-			
Other benefits ¹	.6	.6	.6		ı		ı	I			

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Technical occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$29.76	\$30.03	\$30.09					
Wages and salaries		20.61	20.66				_	
Total benefits	9.32	9.41	9.43					
Paid leave		2.50	2.51	_	_	_	_	
Supplemental pay		1.13	1.14	_	_	_	_	_
Insurance		2.69	2.68	_	_	_	_	_
Retirement and savings		.85	.80	_	_	_	_	_
Legally required benefits		2.21	2.24	_	_	_	_	_
Other benefits ¹	.03	.04	.06	_	_	_	_	_
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	_
Wages and salaries		68.6	68.7	_	_	_	_	_
Total benefits		31.3	31.3	_	_	_	_	_
Paid leave		8.3	8.3	_	_	_	_	_
Supplemental pay		3.8	3.8	_	_	_	_	_
Insurance		9.0	8.9	_	_	_	_	_
Retirement and savings		2.8	2.7	_	_	_	_	_
Legally required benefits		7.4	7.4	_	_	_	_	_
Other benefits ¹	.1	.1	.2	ı –	ı –	ı –	ı –	ı –

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Executive, administrative, and managerial occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$47.69	\$47.30	\$47.38					
Wages and salaries		33.17	33.11				_	
Total benefits		14.13	14.28	_	_	_	_	
Paid leave		3.81	3.82	_	_	_	_	_
Supplemental pay		2.80	2.89	_	_	_	_	_
Insurance		2.65	2.68	_	_	_	_	_
Retirement and savings	_	1.41	1.40	_	_	_	_	_
Legally required benefits		3.39	3.38	_	_	_	_	_
Other benefits ¹	.07	.07	.10	-	_	-	-	-
		P	ercent of	total cor	npensati	on by yea	ar	I.
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	_	_	-
Wages and salaries	69.3	70.1	69.9	_	-	_	_	-
Total benefits	30.7	29.9	30.1	_	-	-	_	-
Paid leave		8.1	8.1	_	-	-	_	-
Supplemental pay		5.9	6.1	_	_	_	-	-
Insurance		5.6	5.7	_	_	_	_	-
Retirement and savings		3.0	3.0	-	_	_	_	-
Legally required benefits Other benefits ¹		7.2 .1	7.1 .2	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Administrative support, including clerical occupations

			Cost p	er hour	worked b	y year		
Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits tal compensation		20	02			20	03	
·	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	14.44 6.33 1.53 .69 1.95 .55	\$20.95 14.59 6.36 1.53 .66 1.97 .57 1.59	\$21.11 14.65 6.45 1.55 .70 2.01 .56 1.61				- - - - - -	
	Percent of total compensation by year 2002 2003							
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits	69.5 30.5 7.4 3.3 9.4 2.6 7.6	100.0 69.6 30.4 7.3 3.2 9.4 2.7 7.6	100.0 69.4 30.6 7.3 3.3 9.5 2.7 7.6	- - - - - -	-	- - - - - -	- - - - - - -	- - - - - - -

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$22.15	\$22.39	\$22.51	_	_	_	_	_
Wages and salaries		15.19	15.26	_	_	_	_	_
Total benefits	7.12	7.20	7.26	_	_	_	_	_
Paid leave		1.24	1.25	_	_	_	_	-
Supplemental pay		.96	.96	_	_	_	_	_
Insurance		1.90	1.91	_	_	_	_	-
Retirement and savings	.83	.84	.85	_	_	_	_	-
Legally required benefits	2.19	2.22	2.25	_	_	_	_	-
Other benefits ¹	.04	.04	.04	_	_	-	_	-
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		67.8	67.8	_	-	-	_	-
Total benefits	32.1	32.2	32.3	_	-	_	_	-
Paid leave		5.5	5.6	_	-	_	_	-
Supplemental pay		4.3	4.3	_	-	_	_	-
Insurance		8.5	8.5	_	-	_	_	-
Retirement and savings		3.8	3.8	_	_	_	_	-
Legally required benefits		9.9	10.0	_	_	_	_	-
Other benefits ¹	.2	.2	.2	_	-	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Precision production, craft, and repair occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
·	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$26.73	\$27.10	\$27.22	_	_	_	_	_
Wages and salaries		18.63	18.69	_	_	_	_	_
Total benefits	8.35	8.48	8.53	_	_	_	_	_
Paid leave		1.41	1.42	_	_	_	_	_
Supplemental pay	.96	.96	.96	_	_	_	_	_
Insurance		2.11	2.11	-	_	-	_	_
Retirement and savings	1.17	1.21	1.22	_	_	_	_	_
Legally required benefits	2.69	2.74	2.78	_	_	_	_	_
Other benefits ¹	.04	.05	.05	_	_	_	_	_
		F	ercent of	total cor	npensati	on by yea	ar	•
	2002 2003							
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	_
Wages and salaries		68.7	68.7	_	_	_	_	_
Total benefits		31.3	31.3	_	_	_	_	_
Paid leave		5.2	5.2	_	_	_	_	_
Supplemental pay		3.5	3.5 7.8	_	_	_	_	_
Insurance Retirement and savings		7.8 4.5	7.8 4.5	_	_	_	_	_
Legally required benefits		10.1	10.2	_	_	_	_	_
Other benefits ¹		.2	.2	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Machine operators, assemblers, and inspectors occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		\$20.19	\$20.19	_	_	_	_	_
Wages and salaries		13.24	13.26	_	_	_	_	_
Total benefits	6.91	6.95	6.94	_	_	_	_	_
Paid leave		1.37 1.13	1.38 1.12	_	_	_	_	_
Supplemental payInsurance	1.11	1.13	1.12	_	_		_	
Retirement and savings		.60	.58	_	_	_	_	_
Legally required benefits		1.82	1.82	_	_	_	_	_
Other benefits ¹	.05	.06	.06	-	-	-	-	-
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	1	_	_	_
Wages and salaries		65.6	65.7	_	_	_	_	_
Total benefits	34.4	34.4	34.4	_	_	_	_	_
Paid leave		6.8	6.8	-	_	_	_	_
Supplemental pay		5.6	5.5	-	_	-	-	-
Insurance		9.8	9.8	_	_	_	_	_
Retirement and savings		3.0	2.9	_	_	_	_	_
Legally required benefits		9.0	9.0	_	_	_	_	_
Other benefits ¹	.2	.3	.3	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Transportation and material moving occupations

		Cost per hour worked by year							
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$23.67	\$23.99	\$24.36						
Wages and salaries		15.91	16.13						
Total benefits	7.91	8.08	8.23						
Paid leave		1.19	1.23	_		_			
Supplemental pay	1	1.15	1.14	_	_	_	_	_	
Insurance		2.13	2.19	_	_	l _	_	_	
Retirement and savings	_	.99	1.01	_	_	_	_	_	
Legally required benefits		2.56	2.62	_	_	_	_	_	
Other benefits ¹	.04	.04	.05	_	_	_	_	_	
		P	ercent of	total cor	npensati	on by yea	ar		
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	-	_	_	
Wages and salaries		66.3	66.2	_	_	-	_	_	
Total benefits		33.7	33.8	_	_	_	_	_	
Paid leave		5.0	5.0	_	_	_	_	_	
Supplemental pay		4.8	4.7	_	_	-	_	_	
Insurance		8.9	9.0	_	_	-	_	_	
Retirement and savings		4.1	4.1	-	_	-	_	_	
Legally required benefits	10.5	10.7	10.8	-	-	-	-	-	
Other benefits ¹		.2	.2			ı	1	ı	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Handlers, equipment cleaners, helpers, and laborers

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	11.27 4.64 .65 .57 1.22 .46	\$16.03 11.34 4.69 .65 .56 1.22 .48 1.77	\$16.29 11.46 4.82 .67 .58 1.26 .50 1.81 (1)	- - - - - -	-	- - - - - -	- - - - - - -	- - - - - - -
		F	ercent of	total cor	npensati	on by yea	ar	•
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	70.8 29.2 4.1 3.6 7.7 2.9	100.0 70.7 29.3 4.1 3.5 7.6 3.0 11.0	100.0 70.3 29.6 4.1 3.6 7.7 3.1 11.1 (³)	-			- - - - - -	- - - - -

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service occupations

			Cost p	er hour	worked b	y year							
Compensation component		20	02			20	03						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.					
Total compensation	\$19.03	\$18.90	\$19.37	_	_	_	_	_					
Wages and salaries	12.34	12.36	12.63	_	_	_	_	_					
Total benefits		6.54	6.73	_	_	_	_	_					
Paid leave	1.15	1.14	1.16	_	_	-	_	_					
Supplemental pay		1.70	1.81	-	-	-	_	_					
Insurance		1.66	1.70	_	_	-	_	_					
Retirement and savings		.43	.42	_	_	-	_	_					
Legally required benefits Other benefits ¹		1.57 .05	1.58 .05	_	_	_	_	_					
	Percent of total compensation by year												
		20	02			20	003						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.					
Total componentian	100.0	100.0	100.0										
Total compensation Wages and salaries		65.4	65.2	_	_	_	_	_					
Total benefits		34.6	34.7			_	_						
Paid leave		6.0	6.0	_	_	_	_	_					
Supplemental pay		9.0	9.3	_	_	_	_	_					
Insurance		8.8	8.8	_	_	-	_	_					
Retirement and savings		2.3	2.2	_	_	-	_	-					
Legally required benefits	8.4	8.3	8.2	_	l _	l _	l _	l _					
Other benefits ¹		0.0	0.2										

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

White-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$25.37	\$25.56	\$25.74	_	_	_	_	_
Wages and salaries		19.00	19.12	_	_	_	_	_
Total benefits		6.56	6.61	_	_	_	_	_
Paid leave		1.88	1.88	_	_	_	_	_
Supplemental pay		.58	.57	_	_	_	_	_
Insurance		1.49	1.51	_	_	_	_	_
Retirement and savings	.73	.70	.72	_	_	_	_	-
Legally required benefits	1.86	1.88	1.91	_	_	_	_	-
Other benefits ¹	.02	.03	.03	-	-	-	-	-
		F	ercent of	total cor	npensati	on by yea	ar	ı
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		74.3	74.3	_	-	-	_	-
Total benefits		25.7	25.7	_	-	_	_	-
Paid leave		7.4	7.3	_	-	_	_	-
Supplemental pay		2.3	2.2	_	-	_	_	-
Insurance		5.8	5.9	_	-	_	_	-
Retirement and savings		2.7	2.8	_	_	_	_	-
Legally required benefits		7.4	7.4	_	_	_	_	-
Other benefits ¹	.1	.1	.1	_	-	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 ⁻ Data not available.

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty and technical occupations

			Cost p	er hour v	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componention	¢25.42	ФОБ Б 7	# 26.02					
Total compensation		\$35.57 26.49	\$36.02 26.81	_	_	_	_	_
Total benefits		9.08	9.21	_	_	_	_	_
Paid leave		2.86	2.89	_				
Supplemental pay		.72	.69	_	_	_		_
Insurance		1.86	1.90		_	_	_	_
Retirement and savings		1.07	1.11		_	_	_	l _
Legally required benefits		2.55	2.60	_	_	_	_	_
Other benefits ¹		.02	.02	-	-	-	_	_
		Р	ercent of	total cor	npensati	on by yea	ar	ı
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	-	-	-	_	-
Wages and salaries	74.5	74.5	74.4	-	-	-	_	-
Total benefits	25.5	25.5	25.6	_	-	_	_	-
Paid leave		8.0	8.0	_	-	_	_	-
Supplemental pay		2.0	1.9	-	_	_	-	-
Insurance		5.2	5.3	-	_	-	-	-
Retirement and savings		3.0	3.1	-	_	_	_	-
Legally required benefits	7.2	7.2	7.2	_	_		-	-
Other benefits ¹		.1	.1					

 ¹ Includes severance pay and supplemental unemployment benefits.
 ⁻ Data not available.

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty occupations

			Cost p	er hour	worked b	ked by year						
Compensation component		20	02			20	03					
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.				
Total compensation	\$38.22	\$38.35	\$38.77	_	_	_	_	_				
Wages and salaries		28.71	29.00	_	_	_	_	_				
Total benefits		9.64	9.77	_	_	_	_	l _				
Paid leave		3.17	3.20	_	_	_	_	_				
Supplemental pay		.76	.74	_	_	_	_	_				
Insurance		1.87	1.91	_	_	_	_	_				
Retirement and savings	1.16	1.10	1.15	_	_	_	_	-				
Legally required benefits	2.69	2.71	2.75	_	_	_	_	-				
Other benefits ¹	.02	.03	.03	_	_	_	_	-				
		F	ercent of	total cor	npensati	on by yea	ar					
		20	02			20	03					
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec				
Total compensation		100.0	100.0	_	-	_	_	-				
Wages and salaries		74.9	74.8	_	_	_	_	-				
Total benefits		25.1	25.2	-	-	-	-	-				
Paid leave		8.3	8.3	_	-	_	_	-				
Supplemental pay		2.0	1.9	_	-	_	_	-				
Insurance		4.9	4.9	_	-	_	_	-				
Retirement and savings		2.9	3.0	_	_	_	_	-				
Legally required benefits		7.1	7.1	_	_	_	_	-				
Other benefits ¹	.1	.1	.1	_	_	_	-	-				

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Technical occupations

Technical occupations								
			Cost p	oer hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$28.53	\$28.78	\$29.19	_	_	_	_	_
Wages and salaries		21.06	21.35	_	_	_	_	_
Total benefits		7.72	7.83	_	_	_	_	_
Paid leave		2.10	2.13	_	_	_	_	_
Supplemental pay	.60	.62	.59	-	_	_	_	_
Insurance		1.83	1.88	-	_	_	_	_
Retirement and savings	.97	.99	.99	ı	_	_	_	_
Legally required benefits	2.15	2.17	2.23	-	_	_	_	_
Other benefits ²	(1)	.02	.02	_	_	_	_	_
		F	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	-	_	_	_	_
Wages and salaries		73.2	73.1	-	_	_	_	_
Total benefits		26.8	26.8	_	_	_	_	_
Paid leaveSupplemental pay		7.3 2.2	7.3 2.0	_	_	_	_	_
Insurance		6.4	6.4	_				
Retirement and savings		3.4	3.4	_	_		_	
Legally required benefits		7.5	7.6	_	_	_	_	_
Other benefits ²		.1	.1	-	_	_	_	_
	` ′	l	l		l	l	l	l

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Executive, administrative, and managerial occupations

		Cost per hour worked by year							
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$41.70	\$42.14	\$41.80						
Wages and salaries		30.77	30.53		_		_	_	
Total benefits	11.29	11.37	11.27	_					
Paid leave		3.60	3.52	_	_	_	_	l _	
Supplemental pay		1.36	1.33	_	_	_	_	l _	
Insurance		2.17	2.13	_	_	_	_	_	
Retirement and savings		1.38	1.40	_	_	_	_	_	
Legally required benefits		2.78	2.80	_	_	_	_	_	
Other benefits ¹	.07	.08	.08	-	-	-	-	-	
		P	ercent of	total cor	npensati	on by yea	ar		
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	-	_	_	-	
Wages and salaries	72.9	73.0	73.0	_	-	_	_	-	
Total benefits	27.1	27.0	27.0	_	-	-	_	-	
Paid leave		8.5	8.4	_	-	_	_	-	
Supplemental pay		3.2	3.2	-	_	_	_	-	
Insurance		5.1	5.1	_	_	_	_	-	
Retirement and savings		3.3	3.3	-	_	_	_	-	
Legally required benefits Other benefits ¹		6.6	6.7 .2	_	_	_	_	_	

 ¹ Includes severance pay and supplemental unemployment benefits.
 ⁻ Data not available.

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Sales occupations

			Cost p	oer hour	worked b	y year		
Compensation component		20	02			20	03	
·	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	12.33 3.47	\$16.43 12.76 3.66 .82	\$16.45 12.83 3.63 .81	- - -	- - -	- - -	- - -	- - -
Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	.31 .79 .25	.33 .84 .28 1.39	.32 .83 .27 1.40	_ _	- - - -	- - - -	- - - -	- - - -
		l F	ercent of	total cor	npensati	on by yea	l ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	78.0 22.0 4.9 2.0 5.0 1.6 8.5	100.0 77.7 22.3 5.0 2.0 5.1 1.7 8.5 (³)	100.0 78.0 22.1 4.9 1.9 5.0 1.6 8.5 (³)	- - - - - -	- - - - - -	- - - - - -	- - - - - -	- - - - - -

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Administrative support, including clerical occupations

			Cost p	er hour	worked b	y year								
Compensation component		20	02			20	03							
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.						
Total compensation		\$17.80 13.00	\$17.91 13.05	_ _		_	_	_						
Total benefits		4.79	4.86	_	_	_	_	_						
Paid leave	1.20	1.19	1.20	_	-	_	_	_						
Supplemental pay	.35	.33	.33	_	-	-	_	-						
Insurance		1.42	1.45	_	_	_	_	-						
Retirement and savings		.46	.48	_	-	_	_	-						
Legally required benefits Other benefits ¹		1.36 .02	1.37 .02	_	_	_	_	_						
				total cor	npensati	ation by year								
			02				03							
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.						
Total compensation		100.0 73.0	100.0 72.9	-	-	-	-	-						
Wages and salaries Total benefits		26.9	27.1		_		_	-						
Paid leave		6.7	6.7	_	_	_		_						
Supplemental pay		1.9	1.8	_	_	_	_	_						
Insurance		8.0	8.1	_	_	_	_	-						
Retirement and savings	2.7	2.6	2.7	-	_	_	_	-						
Legally required benefits		7.6	7.6	_	_	-	_	-						
Other benefits ¹	.1	.1	.1	-	_	_	_	-						

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

			Cost p	er hour	worked b	y year							
Compensation component		20	02			20	03						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.					
Total compensation	\$18.05	\$18.27	\$18.52	_	_	_	_						
Wages and salaries		13.08	13.19	_	_	_	_	_					
Total benefits	5.11	5.19	5.32	_	_	_	_	_					
Paid leave		1.03	1.04	_	_	_	_	_					
Supplemental pay	_	.52	.52	_	_	_	_	-					
Insurance		1.33	1.39	_	_	_	_	_					
Retirement and savings	.54	.54	.55	_	_	_	_	-					
Legally required benefits	1.73	1.76	1.81	_	_	_	_	-					
Other benefits ¹	.02	.02	.02	-	-	-	-	-					
		F	ercent of	total cor	npensati	on by yea	ar	ı					
		20	02			20	03						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.					
Total compensation		100.0	100.0	_	-	_	_	-					
Wages and salaries		71.6	71.2	_	-	_	_	-					
Total benefits		28.4	28.7	_	-	-	_	-					
Paid leave		5.6	5.6	_	-	-	_	-					
Supplemental pay		2.8	2.8	_	-	_	-	-					
Insurance		7.3	7.5	_	-	_	-	-					
Retirement and savings		3.0	3.0	_	-	_	_	-					
Legally required benefits		9.6	9.8	_	-	_	_	-					
Other benefits ¹	.1	.1	.1	_	-	_	_	-					

 ¹ Includes severance pay and supplemental unemployment benefits.
 ⁻ Data not available.

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Precision production, craft, and repair occupations

			Cost p	er hour	hour worked by year							
Compensation component		20	02			20	03					
<u>'</u>	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.				
Total componentian	\$24.49	\$25.06	\$25.48									
Total compensation		17.93	18.14		_		_	_				
Total benefits		7.13	7.34	_	_	_	_					
Paid leave		1.73	1.76	_	_	_	_	_				
Supplemental pay		.77	.79	_	_	_	_	_				
Insurance	1.60	1.69	1.73	_	_	_	_	_				
Retirement and savings		.79	.81	_	_	_	_	_				
Legally required benefits		2.13	2.23	_	_	_	_	_				
Other benefits ¹	.02	.02	.02	-	-	-	-	_				
		F	ercent of	total cor	npensati	on by yea	ar	ı				
		20	02			20	03					
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.				
Total compensation		100.0	100.0	_	-	_	_	_				
Wages and salaries	71.7	71.5	71.2	_	-	_	_	-				
Total benefits	28.3	28.5	28.8	_	-	_	_	-				
Paid leave		6.9	6.9	-	_	_	_	-				
Supplemental pay		3.1	3.1	-	_	-	-	-				
Insurance	6.5	6.7	6.8	-	_	-	-	-				
Retirement and savings		3.2	3.2	_	_	_	-	-				
Legally required benefits		8.5	8.8	_	_	_	-	-				
Other benefits ¹	1 .1	l .1	l .1	I —	_	I —	I —	I —				

 ¹ Includes severance pay and supplemental unemployment benefits.
 ⁻ Data not available.

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Transportation and material moving occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$19.05	\$19.04	\$19.25	_	_	_	_	_	
Wages and salaries		13.34	13.47	_	_	_	_	_	
Total benefits		5.70	5.79	_	_	_	_	_	
Paid leave		.96	.97	_	_	_	_	_	
Supplemental pay		.52	.54	_	_	_	_	l –	
Insurance		1.49	1.53	_	_	_	_	_	
Retirement and savings	.68	.69	.69	_	_	_	_	_	
Legally required benefits	2.00	2.02	2.03	_	_	_	_	-	
Other benefits ¹	.03	.03	.03	-	-	-	-	-	
		P	ercent of	total cor	npensati	on by yea	ear		
		20	02			20	003		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec	
Total compensation		100.0	100.0	_	_	_	_	-	
Wages and salaries		70.1	70.0	_	_	_	_	-	
Total benefits		29.9	30.1	_	-	_	_	-	
Paid leave		5.0	5.0	_	_	_	_	-	
Supplemental pay		2.7	2.8	_	_	_	_	-	
Insurance		7.8	7.9	-	_	_	_	_	
Retirement and savings		3.6	3.6	-	_	_	_	-	
Legally required benefits Other benefits ¹		10.6 .2	10.5 .2	_	_	_	_	-	
Onici neliciliz	۔۔	.2	۷. ا	_	_	_	_	-	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Handlers, equipment cleaners, helpers, and laborers

			Cost p	er hour v	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$13.47	\$13.61	\$13.84	_	_	_	_	_
Wages and salaries		9.87	9.95	_	_	_	_	_
Total benefits		3.74	3.89	_	_	_	_	_
Paid leave	.62	.63	.63	_	_	_	_	_
Supplemental pay	.35	.35	.35	-	-	-	_	_
Insurance		1.04	1.14	_	_	_	_	_
Retirement and savings		.32	.33	_	_	_	_	_
Legally required benefits Other benefits ²	1.36	1.39	1.42 (1)	_	_	_	_	_
Other benefits	()	()	()	_	_	_	_	_
		Р	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	_
Wages and salaries	72.7	72.5	71.9	_	_	_	_	_
Total benefits		27.5	28.1	_	_	_	_	_
Paid leave		4.6 2.6	4.6 2.5	_	_	_	_	_
Supplemental payInsurance		7.6	2.5 8.2	_	_	_	_	_
Retirement and savings		2.4	2.4		_	_	_	_
Legally required benefits		10.2	10.3	_	_	_	_	_

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service occupations

Cost per hour worked by year								
	20	02			20	y year		
Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
\$10.83	\$10.88	\$11.03	_	_	_	_	_	
8.36	8.40		_	_	_	_	_	
2.47			_	_	_	_	_	
	.45	.46	_	_	_	_	_	
.17	.16	.17	_	_	_	_	_	
	.58	.60	_	_	_	_	-	
.16	.16	.16	_	_	_	_	_	
1.12	1.13	1.15	_	_	_	_	-	
(1)	(1)	(1)	-	_	-	_	-	
	P	ercent of	total cor	mpensati	on by yea	_ _ ear		
	2002 2003							
Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
			_	_	_	_	-	
			_	_	_	_	_	
	_		_	_	_	_	-	
			_	_	_	_	-	
	_	-		_	_	_	_	
				_	_	_	-	
	_		_	_	_	_	-	
10.3	10.4	10.4	_	. –	_	_		
	\$10.83 8.36 2.47 .45 .17 .57 .16 1.12	Mar. Jun. \$10.83 \$10.88 8.40 2.47 2.48 4.5 4.5 1.6 1.6 1.12 1.13 (1) Mar. Jun. P 20 Mar. Jun. 100.0 100.0 77.2 77.2 22.8 22.8 4.2 4.1 1.6 1.5 1.5 1.5	2002 Mar. Jun. Sep. \$10.83 \$10.88 \$11.03 8.36 8.40 8.48 2.47 2.48 2.54 .45 .45 .46 .17 .16 .17 .57 .58 .60 .16 .16 .16 .1.12 1.13 1.15 (1) (1) (1) Percent of 2002 Mar. Jun. Sep. 100.0 100.0 100.0 77.2 77.2 76.9 22.8 22.8 23.0 4.2 4.1 4.2 1.6 1.5 1.5 5.3 5.3 5.4 1.5 1.5	2002 Mar. Jun. Sep. Dec.	2002 Mar. Jun. Sep. Dec. Mar.	2002 2008 2008 2009	2002 2003	

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

White-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$34.84	\$35.05	\$35.10					
Wages and salaries		24.74	24.67				_	_
Total benefits	10.26	10.32	10.44					
Paid leave		3.01	3.03	_	_	_	_	_
Supplemental pay		1.17	1.23	_	_	_	_	l _
Insurance		2.49	2.54	_	_	_	_	_
Retirement and savings		1.05	1.02	_	_	_	_	_
Legally required benefits		2.46	2.47	_	_	_	_	_
Other benefits ¹		.12	.15	-	_	-	_	_
		P	ercent of	total cor	npensati	on by yea	- - - - ear	
		2002 2003						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	-
Wages and salaries	70.5	70.6	70.3	_	_	_	_	_
Total benefits	29.4	29.4	29.7	_	_	_	_	-
Paid leave	8.6	8.6	8.6	_	_	_	_	-
Supplemental pay	3.7	3.3	3.5	_	_	_	_	-
Insurance		7.1	7.2	_	_	_	_	-
Retirement and savings		3.0	2.9	-	_	-	_	-
Legally required benefits		7.0	7.0	-	_	-	_	-
Other benefits ¹	.3	.3	.4		ı	I	I	I

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty and technical occupations

			Cost p	er hour	worked b	y year				
Compensation component		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	\$38.39	\$38.96	\$39.12							
Wages and salaries		27.23	27.30	_	_	_	_	_		
Total benefits		11.72	11.83	_	_	_	_	_		
Paid leave		3.62	3.66	_	_	_	_	_		
Supplemental pay	1.07	1.04	1.05	_	_	_	_	_		
Insurance		2.82	2.87	_	_	_	_	-		
Retirement and savings		1.29	1.25	_	_	_	_	_		
Legally required benefits	2.71	2.75	2.78	_	_	_	_	-		
Other benefits ¹	.18	.19	.22	_	_	_	_	_		
		Р	ercent of	total cor	mpensati	on by yea	- - - ear	•		
		20	02			2003				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation		100.0	100.0	_	_	_	_	_		
Wages and salaries	70.0	69.9	69.8	_	_	_	_	-		
Total benefits		30.1	30.2	_	_	_	_	_		
Paid leave		9.3 2.7	9.4 2.7	_	_	_	_	_		
Supplemental pay		7.2	7.3	_	_	_	_	_		
Incurance		1 /.2	1 7.3	_	_	_	_	_		
Insurance		2.2	2.2							
Insurance Retirement and savings Legally required benefits	3.1	3.3 7.1	3.2 7.1	_	_	_	_	_		

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
'	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$42.71	\$43.31	\$43.60					
Wages and salaries		30.60	30.73		_		_	_
Total benefits		12.71	12.87					
Paid leave		4.13	4.18	_	_	_		_
Supplemental pay		.95	.94	_	_	_	_	l _
Insurance		2.85	2.93	_	_	_	_	_
Retirement and savings		1.48	1.44	_	_	_	_	_
Legally required benefits		3.04	3.08	_	_	_	_	-
Other benefits ¹	.26	.26	.30	-	-	-	-	_
		F	ercent of	total cor	npensati	on by yea	_ ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		70.7	70.5	_	_	_	_	_
Total benefits	29.2	29.3	29.5	_	_	_	_	-
Paid leave		9.5	9.6	-	_	-	_	-
Supplemental pay	2.3	2.2	2.2	_	-	_	_	-
Insurance	6.6	6.6	6.7	-	_	_	-	-
Retirement and savings	3.2	3.4	3.3	-	_	-	-	-
Legally required benefits	7.0	7.0	7.1	-	_	-	_	-
Other benefits ¹	.6	.6	.7	-	_	-	-	I –

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Technical occupations

	Cost per hour worked by year								
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$30.52	\$30.89	\$31.04	_	_	_	_	_	
Wages and salaries		21.00	21.11	_	_	_	_	_	
Total benefits		9.89	9.94	_	_	_	_	-	
Paid leave		2.69	2.72	_	_	_	_	_	
Supplemental pay	1.22	1.22	1.25	_	_	-	_	-	
Insurance		2.78	2.76	_	-	-	_	-	
Retirement and savings		.95	.90	_	_	-	_	-	
Legally required benefits		2.21	2.25	_	_	-	_	-	
Other benefits ¹	.04	.04	.07	_	_	_	- - -	_	
		P	ercent of	total cor	mpensati	on by yea	ar		
	2002 2003						03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	-	_	-	
Wages and salaries		68.0	68.0	_	_	-	_	-	
Total benefits		32.0	32.0	_	_	_	_	_	
Paid leaveSupplemental pay		8.7 3.9	8.8 4.0	_	_	_	_	_	
Insurance		9.0	8.9	_				-	
Retirement and savings		3.1	2.9	_	_		_		
		_	-		I	1		I -	
Legally required benefits	7.2	7.2	7.2	_	_	_	_		

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Executive, administrative, and managerial occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	003 Sep		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$49.38	\$49.66	\$49.80						
Wages and salaries		35.33	35.23	_	_	_	_	_	
Total benefits	14.35	14.32	14.56	_					
Paid leave	4.33	4.38	4.40	_	_	l _	_	l _	
Supplemental pay		2.39	2.58	_	_	_	_	_	
Insurance	2.74	2.77	2.82	_	_	_	_	_	
Retirement and savings		1.40	1.35	_	_	_	_	_	
Legally required benefits		3.29	3.27	_	_	-	_	-	
Other benefits ¹	.09	.10	.14	-	-	-	-	-	
		P	ercent of	total cor	npensati	on by yea	ar		
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	-	_	-	
Wages and salaries	70.9	71.1	70.7	_	_	-	_	-	
Total benefits	29.1	28.8	29.2	_	-	-	_	-	
	8.8	8.8	8.8 5.2	_	_	-	_	-	
Paid leave	- 4			-	ı –	ı –	. –	ı –	
Supplemental pay		4.8	-						
Supplemental pay	5.5	5.6	5.7	-	-	_	_	-	
Supplemental payInsuranceRetirement and savings	5.5 2.7	5.6 2.8	5.7 2.7	- -	_ _	_ _	- -	- -	
Supplemental payInsurance	5.5 2.7	5.6	5.7	_ _ _	- - -	- - -	- - -		

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Administrative support, including clerical occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$20.97	\$21.14	\$21.38					
Wages and salaries		14.55	14.68		-	_	_	_
Total benefits	6.55	6.59	6.70					
Paid leave		1.62	1.65	_	_	_	_	
Supplemental pay	_	.69	.73	_	_	_	_	_
Insurance		2.08	2.12	_	_	_	_	_
Retirement and savings		.57	.54	_	_	_	_	_
Legally required benefits		1.60	1.63	_	_	_	_	_
Other benefits ¹	.03	.03	.04	-	-	_	-	-
		F	ercent of	total cor	npensati	on by yea	- - - ear	
		2002 2003						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	-	_	_
Wages and salaries		68.8	68.7	-	-	-	_	_
Total benefits		31.2	31.3	_	_	-	_	_
Paid leave		7.7	7.7	_	_	-	_	_
Supplemental pay		3.3	3.4	_	-	-	_	_
Insurance		9.8	9.9	-	-	-	_	_
Retirement and savings		2.7	2.5	_	-	-	_	-
Legally required benefits Other benefits ¹		7.6	7.6	_	-	-	_	-
	.1	.1	.2					

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

	20								
	2002 2003								
Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
\$20.97	\$21.12	\$21 21	1	_	1	_			
			_	_	_	_	_		
7.01	7.07	7.12	_	_	_	_	_		
1.44	1.45	1.46	_	-	_	_	_		
1.05	1.06	1.06	_	-	_	_	_		
1.95	1.96	1.99	-	-	-	-	_		
-	.63	-	_	-	-	_	_		
			_	-	-	-	_		
.05	.06	.06	_	-	_	_	_		
	Р	ercent of	total cor	npensatio	on by yea	ar			
	20	02			20	2003			
Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
			_	-	_	_	_		
			_	-	_	_	_		
			_	-	_	_	_		
			_	-	_	_	_		
				_	_	_			
		-	_	_	_	_	_		
.2	.3	.3	_	_	_	_	_		
	1.44 1.05 1.95 .62 1.90 .05 Mar. 100.0 66.6 33.4 6.9 5.0 9.3 3.0 9.1	13.96 7.01 7.07 1.44 1.45 1.05 1.96 1.96 1.90 1.91 .05 Mar. Jun. 100.0 66.6 33.4 33.5 6.9 6.9 5.0 9.3 3.0 9.1 9.0	13.96	13.96	13.96	13.96	13.96		

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Precision production, craft, and repair occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$26.15	\$26.43	\$26.50	_	_	_	_	_	
Wages and salaries		17.68	17.73	_	_	_	_	_	
Total benefits	8.62	8.75	8.77	_	_	_	_	_	
Paid leave		1.97	1.97	_	_	_	_	_	
Supplemental pay		1.23	1.24	_	_	_	_	_	
Insurance		2.27	2.27	_	_	_	_	_	
Retirement and savings	.81	.85	.84	_	_	_	_	-	
Legally required benefits	2.31	2.34	2.36	_	_	_	_	-	
Other benefits ¹	.06	.08	.09	_	_	-	_	-	
		F	ercent of	total cor	npensati	on by yea	ear		
		20	02			20	003		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec	
Total compensation	100.0	100.0	100.0	_	_	_	_	-	
Wages and salaries		66.9	66.9	_	_	_	_	-	
Total benefits		33.1	33.1	_	_	_	_	-	
Paid leave		7.5	7.4	_	_	_	_	-	
Supplemental pay		4.7	4.7	_	_	_	-	-	
Insurance		8.6	8.6	_	_	_	-	-	
Retirement and savings		3.2	3.2	_	_	_	_	-	
Legally required benefits		8.9	8.9	_	_	_	_	-	
Other benefits ¹	.2	.3	.3	-	-	-	-	-	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Machine operators, assemblers, and inspectors

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		\$20.14	\$20.14	_	_	_	_	_
Wages and salaries		13.19	13.20	_	_	_	_	_
Total benefits	6.91	6.95	6.94	_	_	_	_	_
Paid leave	1.37 1.11	1.38 1.13	1.38 1.12	_	_	_	_	_
Supplemental payInsurance	1.11	1.13	2.00	_	_		_	_
Retirement and savings		.60	.58	_	_	_	_	_
Legally required benefits		1.80	1.80	_	_	_	_	_
Other benefits ¹	.05	.06	.06	-	_	-	-	_
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	1	_	_	1
Wages and salaries		65.5	65.5	_	_	_	_	_
Total benefits	34.5	34.5	34.5	-	_	_	_	_
Paid leave		6.9	6.9	_	_	_	-	_
Supplemental pay		5.6	5.6	-	_	_	_	_
Insurance	9.9	9.9	9.9	_	_	_	_	_
Retirement and savings		3.0	2.9	_	_	_	_	_
Legally required benefits Other benefits ¹		8.9	8.9	_	_	_	_	_
Other benefits'	۔۔	.3	.3	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Transportation and material moving occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$21.45	\$21.47	\$21.81	_	_	_	_	_
Wages and salaries		14.41	14.63	_	_	_	_	_
Total benefits	7.03	7.06	7.18	_	_	_	_	_
Paid leave		1.33	1.37	_	_	_	_	_
Supplemental pay	.98	1.01	.99	_	_	_	_	_
Insurance		1.86	1.92	_	_	_	_	-
Retirement and savings	.64	.60	.61	_	_	_	_	-
Legally required benefits	2.16	2.18	2.21	_	_	_	_	-
Other benefits ¹	.07	.08	.08	-	-	-	-	-
	Percent of total compensation by year							
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		67.1	67.1	_	_	_	_	-
Total benefits		32.9	32.9	_	_	_	_	-
Paid leave		6.2	6.3	_	_	_	_	-
Supplemental pay		4.7	4.5	_	_	_	_	-
Insurance		8.7	8.8	_	_	_	_	-
Retirement and savings		2.8	2.8	_	_	_	_	-
Legally required benefits Other benefits ¹		10.2	10.1	_	_	_	_	-
Other benefits:	.3	.4	.4	_	_	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Handlers, equipment cleaners, helpers, and laborers

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
•	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$15.40	\$15.51	\$15.85	_	_	_	_	_
Wages and salaries		10.73	10.85	_	_	_	_	_
Total benefits		4.78	4.99	_	_	_	_	_
Paid leave		.85	.89	_	_	_	_	_
Supplemental pay	.60	.59	.62	_	_	_	_	_
Insurance		1.42	1.51	_	_	_	_	_
Retirement and savings		.40	.42	_	_	-	_	-
Legally required benefits	1.48	1.50	1.54	_	_	_	_	-
Other benefits ²	(1)	(1)	(1)	_	_	_	_	-
	Percent of total compensation by year							
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	_	_	-
Wages and salaries		69.2	68.5	_	_	_	_	-
Total benefits		30.8	31.5	_	_	_	_	-
Paid leave		5.5	5.6	_	_	_	_	-
Supplemental pay	3.9	3.8	3.9	_	_	_	_	-
Insurance		9.2 2.6	9.5 2.6	_	_	_	_	_
	2.3	2.0	2.0	_	_	_	-	ı –
Retirement and savings Legally required benefits		9.7	9.7					

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$19.99	\$19.95	\$20.45	_	_	_	_	_	
Wages and salaries	12.73	12.79	13.09	_	_	_	_	_	
Total benefits		7.17	7.36	_	_	_	_	_	
Paid leave		1.28	1.30	_	_	_	_	_	
Supplemental pay	2.00	1.92	2.04	_	_	-	_	_	
Insurance		1.86	1.89	_	_	-	_	_	
Retirement and savings		.49	.48	_	_	-	_	_	
Legally required benefits	1.60	1.57	1.59	_	_	-	_	_	
Other benefits ¹	.06	.06	.06	_	_	_	_	_	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	-	_	_	
Wages and salaries		64.1	64.0	_	_	-	_	-	
Total benefits		35.9	36.0	_	_	-	_	_	
Paid leave		6.4	6.4	_	_	-	-	-	
Supplemental pay		9.6	10.0	_	_	-	_	_	
Insurance		9.3	9.2	_	_	-	_	_	
Retirement and savings		2.5	2.3	_	_	_	_	_	
Legally required benefits Other benefits ¹	8.0 .3	7.9	7.8	_	_	_	_	-	
Other benefits:	.3	.3	.3	_	_	_	_	_	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

White-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	18.95 6.61	\$25.75 19.10 6.64	\$25.92 19.22 6.69	- - -	- - -	- - -	- - -	- - -
Paid leave Supplemental pay Insurance	1.47	1.88 .61 1.51	1.88 .60 1.53	- - -	- - -	- - -	- - -	_ _ _
Retirement and savings Legally required benefits Other benefits ¹		.71 1.90 .03	.73 1.92 .03	- - -	- - -	- - -	- - -	- - -
		P	ercent of	total cor	npensati	on by yea	ar	I
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings	74.1 25.9 7.3 2.5 5.8	100.0 74.2 25.8 7.3 2.4 5.9 2.8	100.0 74.2 25.8 7.3 2.3 5.9 2.8	- - - -	- - - - -	- - - - -	- - - - -	- - - - -
Legally required benefits Other benefits ¹	7.4	7.4 .1	7.4 .1	- -	_ _	- -	_ _	_ _

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty and technical occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$35.41	\$35.56	\$36.00					
Wages and salaries		26.46	26.77					
Total benefits		9.10	9.24	_		_	_	_
Paid leave		2.85	2.88	_	_	_	_	l _
Supplemental pay		.72	.70	_	_	_	_	_
Insurance		1.88	1.92	_	_	_	_	-
Retirement and savings		1.07	1.11	_	_	_	_	-
Legally required benefits		2.56	2.60	_	_	_	_	-
Other benefits ¹	.02	.02	.02	-	-	-	-	-
	Percent of total compensation by year							
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		74.4	74.4	_	_	_	_	_
Total benefits	25.6	25.6	25.7	_	_	_	_	-
Paid leave	8.0	8.0	8.0	_	_	_	_	-
Supplemental pay		2.0	1.9	_	_	_	_	-
Insurance		5.3	5.3	-	_	-	_	-
Retirement and savings	3.1	3.0	3.1	-	_	_	_	-
Legally required benefits	7.2	7.2	7.2	-	_	-	-	-
Other benefits ¹	.1	.1	.1	-	-	-	-	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
'	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$38.33	\$38.46	\$38.89	_	_	_	_	_
Wages and salaries		28.77	29.06	_	_	_	_	_
Total benefits		9.69	9.83	_	_	_	_	_
Paid leave		3.18	3.21	_	_	_	_	_
Supplemental pay		.76	.75	_	_	_	_	_
Insurance		1.89	1.93	_	_	_	_	_
Retirement and savings	1.17	1.12	1.17	_	_	_	_	_
Legally required benefits	2.70	2.72	2.75	_	_	_	_	_
Other benefits ¹	.02	.03	.03	-	_	-	_	_
		Р	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries	74.8	74.8	74.7	_	_	_	_	_
Total benefits	25.2	25.2	25.3	_	-	-	_	_
Paid leave		8.3	8.3	_	_	_	_	_
Supplemental pay	2.0	2.0	1.9	_	_	_	_	_
Insurance	4.9	4.9	5.0	-	_	_	_	_
Retirement and savings		2.9	3.0	-	_	-	-	_
Legally required benefits	7.0	7.1	7.1	-	_	-	-	_
Other benefits ¹	.1	.1	.1	-	-	-	-	l –

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Technical occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
<u>'</u>	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componenties	\$28.44	\$28.68	\$29.06					
Total compensation		20.97	21.25	_	_	_	_	_
Total benefits		7.71	7.81	_	_	_	_	_
Paid leave		2.08	2.11	_	_	_		_
Supplemental pay	-	.62	.60	_	_	_	_	l _
Insurance	1.81	1.85	1.90	_	_	_	_	_
Retirement and savings	-	.97	.97	_	_	_	_	_
Legally required benefits		2.17	2.22	_	_	_	_	_
Other benefits ²	(1)	.02	.02	_	-	-	-	_
		F	ercent of	total cor	npensati	on by yea	ar	I.
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	_	_	-
Wages and salaries	73.3	73.1	73.1	_	-	_	_	_
Total benefits	26.7	26.9	26.9	_	-	_	_	-
Paid leave		7.3	7.3	_	-	_	_	-
Supplemental pay	2.1	2.2	2.1	-	_	_	-	-
Insurance	6.4	6.5	6.5	-	-	-	_	-
Retirement and savings		3.4	3.3	-	_	-	-	-
Legally required benefits	7.6	7.6	7.6	_	_	-	-	-
Other benefits ²	(3)	l .1	.1	l _	_	l –	I _	I _

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Executive, administrative, and managerial occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$41.83	\$42.16	\$41.85	_	_	_	_	_
Wages and salaries		30.63	30.41	_	_	_	_	l _
Total benefits	11.55	11.53	11.44	_	_	_	_	_
Paid leave		3.53	3.46	_	_	_	_	_
Supplemental pay		1.52	1.48	_	_	_	_	_
Insurance		2.19	2.15	_	_	_	_	_
Retirement and savings	1.44	1.38	1.41	_	_	_	_	-
Legally required benefits	2.78	2.84	2.85	_	_	_	_	-
Other benefits ¹	.07	.07	.07	-	-	-	-	-
	Percent of total compensation by year							
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		72.7	72.7	_	_	_	_	-
Total benefits		27.3	27.3	-	-	-	_	-
Paid leave		8.4	8.3	_	-	-	_	-
Supplemental pay		3.6	3.5	_	_	_	_	-
Insurance		5.2	5.1	_	_	_	-	-
Retirement and savings		3.3	3.4	_	_	_	_	-
Legally required benefits		6.7	6.8	_	_	_	_	-
Other benefits ¹	.2	.2	.2	-	_	-	-	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Sales occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$15.88	\$16.52	\$16.55	_	_	_	_	_
Wages and salaries		12.84	12.91	_	_	_	_	
Total benefits		3.67	3.64	_	_	_	_	l _
Paid leave		.82	.81	_	_	_	_	_
Supplemental pay		.33	.32	_	_	_	_	_
Insurance		.85	.84	_	_	_	_	_
Retirement and savings		.28	.27	_	_	_	_	-
Legally required benefits	1.35	1.40	1.40	-	-	_	_	-
Other benefits ²	(1)	(1)	(1)	-	_	-	-	_
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	_	_	-
Wages and salaries	78.1	77.7	78.0	_	-	_	_	_
Total benefits	21.9	22.2	22.0	_	_	_	_	-
Paid leave		5.0	4.9	_	-	_	_	-
Supplemental pay	2.0	2.0	1.9	_	_	_	_	-
Insurance		5.1	5.1	_	_	_	_	-
Retirement and savings		1.7	1.6	_	_	_	_	-
Legally required benefits Other benefits ²		8.5 (³)	8.5 (³)	_	_	_	_	-
Omer benefits*	1 (2)	1 (2)	1 (2)	_	_	. –	. –	_

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Administrative support, including clerical occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$17.79	\$17.86	\$17.97						
Wages and salaries		13.05	13.09	_	_	_	_	_	
Total benefits		4.81	4.88	_	_	_	_	_	
Paid leave		1.19	1.20	_	_	_	_	_	
Supplemental pay	_	.34	.34	_	_	_	_	_	
Insurance		1.43	1.45	_	_	_	_	_	
Retirement and savings	.49	.47	.48	_	_	_	_	_	
Legally required benefits		1.37	1.38	_	_	-	_	-	
Other benefits ¹	.02	.02	.02	-	-	_	_	-	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	-	-	_	-	
Wages and salaries	73.0	73.1	72.8	-	_	-	_	-	
Total benefits	27.0	26.9	27.2	_	_	-	_	-	
Paid leave		6.7	6.7	_	_	-	_	-	
Supplemental pay		1.9	1.9	_	_	-	_	-	
Insurance		8.0	8.1	_	_	-	-	-	
Retirement and savings		2.6	2.7	_	_	-	_	-	
			. 77			1		1	
Legally required benefits Other benefits ¹		7.7 .1	7.7 .1	_	_	-	-	_	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
<u>'</u>	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$19.71	\$20.03	\$20.26	_	_	_	_	_
Wages and salaries		14.24	14.35	_	_	_	_	_
Total benefits		5.79	5.91	_	_	_	_	_
Paid leave	.97	.98	.99	_	_	_	_	_
Supplemental pay	.58	.58	.59	_	_	_	_	_
Insurance		1.44	1.49	-	-	-	_	_
Retirement and savings		.73	.74	_	-	-	_	_
Legally required benefits	2.00	2.05	2.09	_	-	_	_	_
Other benefits ¹	.02	.02	.02	_	_	_	_	-
		P	ercent of	total cor	npensati	on by yea	ar	•
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	_
Wages and salaries		71.1	70.8	_	_	_	_	_
Total benefits		28.9	29.2	_	_	_	_	_
Paid leave		4.9 2.9	4.9 2.9	_	_	_	_	_
Supplemental payInsurance	_	7.2	7.4	_	_	_	_	_
Retirement and savings		3.6	3.7	_			_	
Legally required benefits		10.2	10.3	_	_		_	_
Other benefits ¹	.1	.1	.1	_	-	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Precision production, craft, and repair occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
'	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componenties	\$25.71	\$26.24	\$26.54					
Total compensation		18.59	18.74	_	_	_	_	_
Total benefits	7.47	7.65	7.81	_	_	_	_	_
Paid leave		1.38	1.41	_		_		_
Supplemental pay		.76	.77	_	_	_	_	l _
Insurance		1.83	1.85	_	_	_	_	_
Retirement and savings		1.11	1.13	_	_	_	_	_
Legally required benefits		2.55	2.64	_	_	_	_	l –
Other benefits ¹		.02	.02	-	-	-	-	_
	Percent of total compensation by year							
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	-
Wages and salaries	70.9	70.8	70.6	_	_	_	_	-
Total benefits	29.1	29.2	29.4	_	_	_	_	-
Paid leave		5.3	5.3	_	_	_	_	-
Supplemental pay		2.9	2.9	_	_	_	_	-
Insurance		7.0	7.0	_	_	_	_	-
Retirement and savings		4.2	4.3	-	_	-	-	-
Legally required benefits		9.7	9.9	-	_	-	-	-
Other benefits ¹	.1	l .1	.1	_	I —	I –	I _	I _

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Transportation and material moving occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componenties	¢40.04	¢40.04	#20.44					
Total compensation Wages and salaries		\$19.91 13.82	\$20.14 13.95	_	_	_	_	_
Total benefits	6.02	6.09	6.19	_	_	_	_	_
Paid leave		.96	.98				_	l
Supplemental pay		.61	.62	_	_	_	_	l _
Insurance		1.60	1.64	_	_	_	_	_
Retirement and savings		.77	.78	_	_	_	_	_
Legally required benefits		2.13	2.15	_	_	_	_	_
Other benefits ¹	.02	.02	.03	-	-	-	-	_
		F	ercent of	total cor	npensati	on by yea	ar	ı
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		69.4	69.3	_	_	_	_	-
Total benefits		30.6	30.7	_	_	_	_	-
Paid leave	4.8	4.8	4.9	_	_	_	_	-
Supplemental pay	3.1	3.1	3.1	_	_	_	_	-
Insurance		8.0	8.1	-	_	-	_	-
Retirement and savings		3.9	3.9	-	_	-	_	-
Legally required benefits		10.7	10.7	-	_	-	-	-
Other benefits ¹	.1	l .1	.1	l –	l –	l –	l –	I –

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Handlers, equipment cleaners, helpers, and laborers

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings	10.24 3.84 .58 .38 1.00 .37	\$14.25 10.34 3.91 .58 .39 1.02 .37	\$14.46 10.42 4.04 .58 .39 1.10	-	- - - - -	- - - - -	- - - - -	- - - - -
Legally required benefits Other benefits ²	1.51 (¹)	1.54 (¹)	1.57 (1) Percent of	- - total cor	- - mnensati	n by ve	_ _ ar	_ _
			02	10101 001	- Inportour		03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	72.7 27.3 4.1 2.7 7.1 2.6	100.0 72.6 27.4 4.1 2.7 7.2 2.6 10.8 (³)	100.0 72.1 27.9 4.0 2.7 7.6 2.7 10.9	- - - - - -	- - - - - -	- - - - - -	- - - - - -	- - - - - -

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$10.83	\$10.88	\$11.03	_	_	_	_	_
Wages and salaries	8.36	8.40	8.49	_	_	_	_	_
Total benefits	2.47	2.48	2.54	_	_	_	_	_
Paid leave		.45	.46	_	_	_	_	l –
Supplemental pay		.16	.17	_	_	_	_	-
Insurance		.58	.60	_	_	_	_	_
Retirement and savings	.16	.16	.16	_	_	_	_	-
Legally required benefits	1.12	1.13	1.15	_	_	_	_	-
Other benefits ²	(1)	(1)	(1)	-	-	-	-	_
		P	ercent of	total cor	mpensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		77.2	77.0	_	_	_	_	-
Total benefits		22.8	23.0	_	_	_	_	-
Paid leave		4.1	4.2	_	_	_	_	-
Supplemental pay		1.5	1.5	_	_	_	_	-
Insurance		5.3	5.4	_	_	_	_	-
Retirement and savings		1.5	1.5	-	_	_	_	-
Legally required benefits Other benefits ²		10.4 (³)	10.4 (³)	_	_	_	_	-
Other benefits*	()	()	()	_	_	_	_	-

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

Blue-collar occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
'	Mar.	Jun.	Sep.	Dec.	Mar.		Dec.		
Total compensation	\$29.28	\$29.85	\$30.22	_	_	_	_		
Wages and salaries		19.03	19.19	_	_	_	_	_	
Total benefits		10.81	11.03	_	_	_	_	_	
Paid leave		1.98	2.02	_	_	_	_	_	
Supplemental pay	1.18	1.20	1.21	_	_	-	_	_	
Insurance		2.99	3.06	_	_	-	_	_	
Retirement and savings	1.80	1.87	1.90	-	-	-	_	-	
Legally required benefits		2.67	2.73	_	_	-	_	-	
Other benefits ¹	.10	.10	.10	_	_	-	_	_	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	-	_	-	
Wages and salaries		63.8	63.5	_	_	-	_	-	
Total benefits		36.2	36.5	_	_	-	_	-	
Paid leave		6.6	6.7	_	_	-	_	-	
Supplemental pay		4.0	4.0	_	_	_	_	_	
Insurance		10.0 6.3	10.1 6.3	_		_		-	
		. 0.5	. 0.5	_	. –	. –	. –	_	
Retirement and savings Legally required benefits		8.9	9.0	_	_	_	l _	_	

 ¹ Includes severance pay and supplemental unemployment benefits.
 ⁻ Data not available.

Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Goods-producing industries¹

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componenties	\$31.04	\$31.47	\$31.78					
Total compensation		19.88	20.02		_		_	_
Total benefits	11.48	11.60	11.76					
Paid leave		1.98	2.02	_	_	_	_	_
Supplemental pay		1.57	1.58	_	_	_	_	l _
Insurance		3.14	3.18	_	_	_	_	_
Retirement and savings		2.00	2.03	_	_	_	_	_
Legally required benefits		2.79	2.83	_	_	_	_	_
Other benefits ²	.12	.12	.13	-	-	-	-	_
		P	ercent of	total cor	npensati	on by yea	ar	I.
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	_
Wages and salaries		63.2	63.0	_	_	_	_	_
Total benefits		36.9	37.0	_	-	-	_	-
Paid leave		6.3	6.4	_	_	_	_	-
Supplemental pay		5.0	5.0	_	_	_	_	-
Insurance		10.0	10.0	_	_	_	_	-
Retirement and savings		6.4	6.4	-	_	_	_	-
Legally required benefits Other benefits ²		8.9	8.9	-	_	_	_	-
	.4	l .4	.4			I —	ı <u> </u>	I —

¹ Includes mining, construction, and manufacturing.
² Includes severance pay and supplemental unemployment benefits.

Data not available.

Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service-producing industries¹

			Cost p	oer hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Tatal	#00.05	#00.00	#00.00					
Total compensation		\$28.33 19.18	\$28.80 19.45	_	_	_	_	_
Total benefits	9.09	9.16	9.35	_				
Paid leave		2.17	2.21	_	_	_	_	_
Supplemental pay	-	.65	.66	_	_	_	_	_
Insurance		2.63	2.69	_	_	_	_	_
Retirement and savings	-	1.40	1.43	ı	_	_	_	_
Legally required benefits		2.27	2.33	_	_	_	_	_
Other benefits ²	.04	.04	.04	-	-	-	-	-
		Р	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	103	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	-	_	_	_	-
Wages and salaries	67.8	67.7	67.5	-	_	_	_	-
Total benefits	32.2	32.3	32.5	-	_	_	_	-
Paid leave		7.7	7.7	-	_	_	_	-
Supplemental pay		2.3	2.3	-	_	_	_	-
Insurance		9.3	9.3	-	_	_	_	-
Retirement and savings		4.9	5.0	-	_	_	_	-
Legally required benefits		8.0	8.1	-	_	_	_	-
Other benefits ²	.1	.1	.1	_	_	_	_	-

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
² Includes severance pay and supplemental unemployment benefits.

Data not available.

Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Manufacturing industries

			Cost p	per hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$27.94	\$28.21	\$28.36	_	_	_	_	_
Wages and salaries		17.96	18.08	_	_	_	_	_
Total benefits		10.25	10.28	_	_	_	_	_
Paid leave		2.28	2.29	_	_	_	_	_
Supplemental pay		1.61	1.61	_	_	_	_	_
Insurance		2.81	2.83	_	_	_	_	_
Retirement and savings	1.02	1.05	1.04	_	_	_	_	_
Legally required benefits	2.33	2.34	2.35	-	_	_	_	_
Other benefits ¹	.15	.16	.16	-	-	-	-	-
		F	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		63.7	63.8	_	_	_	_	_
Total benefits	36.3	36.3	36.2	-	_	_	_	_
Paid leave	8.2	8.1	8.1	_	_	_	_	_
Supplemental pay	5.6	5.7	5.7	-	_	_	_	_
Insurance	9.9	10.0	10.0	-	_	-	-	-
Retirement and savings		3.7	3.7	-	_	-	_	_
Legally required benefits		8.3	8.3	-	_	_	_	_
Other benefits ¹	.5	.6	.6	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations in manufacturing industries

			Cost p	oer hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	17.37 10.10 2.25 1.59 2.75 1.01	\$27.70 17.49 10.21 2.24 1.63 2.79 1.04 2.34	\$27.84 17.59 10.25 2.25 1.63 2.81 1.04 2.36	_	- - - - - -	- - - - -	- - - - - -	- - - - -
Other benefits ¹	.15	.16	.16 ercent of	- f total cor	– npensati	on by yea	_ ar	_
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	63.3 36.8 8.2 5.8 10.0 3.7 8.5	100.0 63.1 36.9 8.1 5.9 10.1 3.8 8.4 .6	100.0 63.2 36.8 8.1 5.9 10.1 3.7 8.5 .6	- - - - - - -	- - - - - - -	- - - - - -	- - - - - - -	- - - - - -

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Nonmanufacturing industries¹

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
'	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$30.06	\$30.27	\$30.79					
Wages and salaries		20.10	20.38				_	
Total benefits		10.17	10.41	_	_	_	_	_
Paid leave		2.01	2.06	_	_	_	_	_
Supplemental pay		.80	.81	_	_	_	_	_
Insurance		2.85	2.93	_	_	_	_	_
Retirement and savings		1.90	1.95	_	_	_	_	_
Legally required benefits		2.55	2.62	_	_	_	_	_
Other benefits ²	.04	.04	.04	-	-	-	-	-
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries	66.5	66.4	66.2	_	_	_	_	_
Total benefits	33.5	33.6	33.8	_	_	_	_	_
Paid leave	6.7	6.6	6.7	_	_	_	_	_
Supplemental pay		2.6	2.6	_	_	_	_	-
Insurance		9.4	9.5	_	_	-	-	-
Retirement and savings		6.3	6.3	_	_	_	_	-
Legally required benefits		8.4	8.5	_	_	_	_	_
Other benefits ²	.1	.1	.1	_	_	_	_	-

Includes all industries except manufacturing.
 Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

Blue-collar occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$17.56	\$17.69	\$17.82	_	_	_	_	_	
Wages and salaries		12.78	12.85	_	_	_	_	_	
Total benefits	4.89	4.91	4.97	_	_	_	_	_	
Paid leave		.89	.90	_	_	_	_	_	
Supplemental pay		.61	.62	_	_	_	_	-	
Insurance		1.23	1.25	_	_	_	_	_	
Retirement and savings	.37	.36	.36	_	_	_	_	-	
Legally required benefits	1.78	1.81	1.84	_	_	_	_	-	
Other benefits ²	(1)	(1)	(1)	-	-	-	-	-	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	_	_	-	
Wages and salaries		72.2	72.1	_	_	_	_	_	
Total benefits		27.8	27.9	_	-	_	_	-	
Paid leave		5.0	5.1	_	-	_	_	-	
Supplemental pay		3.4	3.5	_	-	_	_	-	
Insurance		7.0	7.0	_	-	_	_	-	
Retirement and savings		2.0	2.0	_	-	_	_	-	
Legally required benefits	10.1	10.2	10.3	_	_	_	_	-	
Other benefits ²	(3)	(3)	(3)	_	-	_	_	-	

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Goods-producing industries¹

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.		Dec.
Total componentian	\$24.00	\$24.03	\$24.03					
Total compensation		16.99	16.96	_	_	_	_	_
Total benefits		7.04	7.07					
Paid leave		1.57	1.56	_	_	_		_
Supplemental pay		.93	.94	_	_	_	_	l _
Insurance		1.74	1.75	_	_	_	_	_
Retirement and savings		.60	.59	_	_	_	_	_
Legally required benefits		2.16	2.17	_	_	_	_	_
Other benefits ²	.04	.04	.05	_	-	-	-	_
		F	ercent of	total cor	npensati	on by yea	ar	I.
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries	70.6	70.7	70.6	_	_	_	_	-
Total benefits	29.4	29.3	29.4	_	_	_	_	_
Paid leave		6.5	6.5	_	_	_	_	_
Supplemental pay		3.9	3.9	_	_	_	_	-
Insurance		7.2	7.3	_	_	_	_	-
Retirement and savings		2.5	2.5	_	_	_	_	-
Legally required benefits	8.8	9.0	9.0	_	_		ı –	ı –
Other benefits ²		.2	.2					

Data not available.

¹ Includes mining, construction, and manufacturing.
² Includes severance pay and supplemental unemployment benefits.

Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service-producing industries¹

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep	Dec.
Total compensation	\$20.01	\$20.11	\$20.30					
Wages and salaries		15.09	15.21	_	_	_	_	_
Total benefits		5.03	5.09	_	_	_	_	l _
Paid leave		1.31	1.32	_	_	_	_	_
Supplemental pay		.46	.45	_	_	_	_	_
Insurance		1.13	1.16	_	_	_	_	_
Retirement and savings	.49	.47	.49	_	_	_	_	_
Legally required benefits	1.62	1.64	1.66	_	_	_	_	-
Other benefits ³	(2)	.02	.02	-	-	-	_	-
		F	ercent of	total cor	npensati	on by yea	ar	ı
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	_	_	-
Wages and salaries	75.0	75.0	74.9	_	-	_	_	-
Total benefits	25.0	25.0	25.1	_	-	-	_	-
Paid leave		6.5	6.5	-	_	_	_	-
Supplemental pay		2.3	2.2	_	_	_	-	-
Insurance		5.6	5.7	_	_	_	_	-
Retirement and savings		2.3	2.4	_	_	_	_	-
Legally required benefits Other benefits ³		8.2 .1	8.2 .1	_	_	_	_	-

Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
 Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental transportations.

unemployment benefits.

Less than .05 percent.
 Data not available.

Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Manufacturing industries

			Cost p	oer hour	worked b	y year				
Compensation component		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total companyation	\$24.49	\$24.54	\$24.52							
Total compensation		17.06	17.00	_	_	_	_	_		
Total benefits		7.48	7.53	_	_	_	_	-		
Paid leave		1.82	1.82	_		_		_		
Supplemental pay		.98	1.00	_	_	_	_	l _		
Insurance		1.94	1.97	_	_	_	_	l _		
Retirement and savings		.68	.66	_	_	_	_	_		
Legally required benefits		2.01	2.01	_	_	_	_	-		
Other benefits ¹	.05	.05	.07	_	-	-	-	_		
		Percent of total compensation by year								
		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	100.0	100.0	100.0	_	_	_	_	_		
Wages and salaries		69.5	69.3	_	_	_	_	_		
Total benefits	30.5	30.5	30.7	_	_	_	_	_		
Paid leave		7.4	7.4	-	_	_	_	_		
Supplemental pay	4.2	4.0	4.1	-	_	-	_	-		
Insurance		7.9	8.0	-	_	-	_	-		
Retirement and savings	2.7	2.8	2.7	-	-	_	-	-		
Legally required benefits	8.1	8.2	8.2	-	-	_	-	-		
Other benefits ¹	.2	.2	.3	-	-	-	-	-		

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations in manufacturing industries

			Cost p	oer hour	worked b	y year		
Compensation component		20	02			20	03	
·	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$18.56	\$18.67	\$18.70	_	_	_	_	_
Wages and salaries		12.76	12.77	_	_	_	_	_
Total benefits	5.87	5.91	5.93	_	_	_	_	_
Paid leave	1.14	1.15	1.15	-	_	_	_	_
Supplemental pay	.85	.85	.85	-	_	_	_	_
Insurance		1.65	1.67	ı	_	_	_	_
Retirement and savings		.48	.47	l	_	_	_	_
Legally required benefits	1.73	1.76	1.77	-	_	_	_	_
Other benefits ²	(1)	.02	.02	_	_	_	_	_
		F	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	-	_	_	_	_
Wages and salaries	68.4	68.3	68.3	-	_	_	_	_
Total benefits		31.7	31.7	_	_	_	_	_
Paid leave Supplemental pay		6.2 4.6	6.1 4.5	_	_	_		_
Insurance		8.8	8.9	_	_	_	_	
Retirement and savings		2.6	2.5	_	_	_	_	_
Legally required benefits	9.3	9.4	9.5	_	_	_	_	_
Other benefits ²		.1	.1	_	_	_	_	_

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Nonmanufacturing industries¹

-			Cost p	per hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits	15.12 5.07 1.29 .49 1.12 .49	\$20.30 15.21 5.10 1.29 .48 1.14 .47	\$20.48 15.33 5.16 1.30 .48 1.16 .48	- - - -	- - - - -		- - - - - -	- - - - -
Other benefits ³	(2)	.02 F	.02 ercent of	- f total cor	– npensati	on by yea	_ ar	-
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ³	74.9 25.1 6.4 2.4 5.5 2.4 8.3	100.0 74.9 25.1 6.4 2.4 5.6 2.3 8.4	100.0 74.9 25.2 6.3 2.3 5.7 2.3 8.4	- - - - - -	- - - - - -	- - - - - -	- - - - - -	- - - - - -

 ¹ Includes all industries except manufacturing.
 2 Cost per hour worked is \$0.01 or less.
 3 Includes severance pay and supplemental unemployment benefits.
 4 Less than .05 percent.

Data not available.

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

White-collar occupations in establishments with 1-99 workers

			Cost p	er hour v	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	17.00 5.50 1.52 .56 1.21 .51	\$22.63 17.11 5.52 1.52 .53 1.24 .50 1.72 (1)	\$22.81 17.26 5.55 1.54 .51 1.24 .51 1.74 (¹)			1 1 1 1 1 1 1	- - - - - -	- - - - - -
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	75.5 24.4 6.8 2.5 5.4 2.3 7.6	100.0 75.6 24.4 6.7 2.3 5.5 2.2 7.6 (³)	100.0 75.7 24.3 6.8 2.2 5.4 2.2 7.6 (³)			- - - - - -	- - - - - -	- - - - - -

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

White-collar occupations in establishments with 100 or more workers

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
'	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componentian	¢20.42	¢20.72	Ф20 04					
Total compensation		\$30.73 22.23	\$30.81 22.25	_	_	_	_	_
Total benefits		8.51	8.56	_	_	_	_	_
Paid leave		2.46	2.45	_	_	_		_
Supplemental pay		.81	.81	_	_	_	_	l _
Insurance		1.98	2.01	_	_	_	_	l _
Retirement and savings		1.00	1.02	_	_	_	_	l _
Legally required benefits		2.20	2.21	_	_	_	_	_
Other benefits ¹	.06	.06	.07	-	-	-	_	_
		F	ercent of	total cor	npensati	on by yea	ar	I.
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	_	_	-
Wages and salaries	72.3	72.3	72.2	_	-	_	_	_
Total benefits	27.7	27.7	27.8	_	-	-	_	-
Paid leave	8.0	8.0	8.0	_	-	_	_	-
Supplemental pay		2.6	2.6	-	_	_	-	-
Insurance		6.4	6.5	-	_	_	-	-
Retirement and savings		3.3	3.3	-	_	-	-	-
Legally required benefits		7.2	7.2	_	_	-	-	-
Other benefits ¹	.2	.2	.2			1	ı	ı

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

White-collar occupations in establishments with 100-499 workers

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$26.33	\$26.73	\$26.57	_	_	_	_	_
Wages and salaries		19.66	19.49	_	_	_	_	_
Total benefits	6.97	7.07	7.08	_	_	_	_	_
Paid leave		1.97	1.92	_	_	_	_	_
Supplemental pay	.71	.69	.69	-	_	_	_	-
Insurance		1.67	1.68	-	_	_	_	-
Retirement and savings		.73	.74	-	_	_	_	_
Legally required benefits	1.95	1.99	1.99	-	_	_	_	_
Other benefits ¹	.03	.04	.05	_	_	_	_	_
		F	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0					
Wages and salaries		73.6	73.4	_			_	
Total benefits	26.5	26.4	26.6	_	_	_	_	_
Paid leave		7.4	7.2	_	_	_	_	_
Supplemental pay		2.6	2.6	-	_	_	_	_
Insurance		6.2	6.3	-	_	-	-	_
Retirement and savings		2.7	2.8	-	_	_	_	_
Legally required benefits	7.4	7.4	7.5	-	_	_	_	_
Other benefits ¹	.1	.1	.2	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

White-collar occupations in establishments with 500 or more workers

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
<u>'</u>	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componenties	\$34.82	\$34.99	\$35.29					
Total compensation		24.96	25.15	_	_	_	_	_
Total benefits		10.03	10.14	_	_	_	_	_
Paid leave		2.98	3.00					
Supplemental pay		.94	.94	_	_	_	_	
Insurance	2.28	2.31	2.34	_	_	_	_	l _
Retirement and savings	-	1.29	1.31	_	_	_	_	_
Legally required benefits		2.42	2.44	_	_	_	_	_
Other benefits ¹	.08	.09	.09	-	-	-	_	_
		F	ercent of	total cor	npensati	on by yea	ar	I.
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	_	_	_
Wages and salaries	71.3	71.3	71.3	_	-	_	_	_
Total benefits	28.7	28.7	28.7	_	-	-	_	-
Paid leave		8.5	8.5	_	-	_	_	-
Supplemental pay		2.7	2.7	-	_	_	-	-
Insurance	6.5	6.6	6.6	-	-	-	_	-
Retirement and savings		3.7	3.7	-	_	-	-	-
Legally required benefits	6.9	6.9	6.9	_	_	-	-	-
Other benefits1	.2	.3	.3					

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations in establishments with 1-99 workers

			Cost p	er hour v	worked b	y year		
Compensation component		20	02			20	03	
·	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		\$18.51	\$18.73	-	-	_	_	_
Wages and salaries	13.30	13.35	13.45	_	_	_	_	_
Total benefits Paid leave		5.16 .85	5.28 .87	_	_	_	_	_
Supplemental pay		.56	.57	_	_	_	_	_
Insurance		1.27	1.31				_	_
Retirement and savings	_	.50	.51		_	_	_	_
Legally required benefits		1.97	2.02	_	_	_	_	_
Other benefits ²	(1)	(1)	(1)	-	-	-	-	_
		Р	ercent of	total cor	npensati	on by yea	ar	ı
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
	4000	4000	1000					
Total compensation		100.0 72.1	100.0	_	_	_	_	_
Wages and salaries Total benefits		27.9	71.8 28.2	_	_	_	_	_
Paid leave		4.6	4.6					
Supplemental pay		3.0	3.0	_	_	_	_	_
Insurance		6.9	7.0	_	_	_	_	_
Retirement and savings		2.7	2.7	_	_	_	_	-
Retirement and savings								
Legally required benefits Other benefits ²	10.6	10.6 (³)	10.8 (³)	_	-	_	_	-

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations in establishments with 100 or more workers

		Cost per hour worked by year								
Compensation component		20	02			20	03			
<u>'</u>	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	\$22.19	\$22.75	\$22.89	_	_	_	_	_		
Wages and salaries		15.20	15.27	_	_	_	_	_		
Total benefits		7.55	7.62	_	_	_	_	_		
Paid leave		1.49	1.49	_	_	_	_	_		
Supplemental pay		.97	.97	_	_	_	_	_		
Insurance	2.00	2.06	2.09	_	_	-	_	_		
Retirement and savings	.89	.94	.94	_	_	-	_	-		
Legally required benefits	1.98	2.04	2.06	_	_	-	_	-		
Other benefits ¹	.05	.06	.06	-	-	-	-	_		
		P	ercent of	total cor	npensati	on by yea	ar			
		20	02			20	103			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	100.0	100.0	100.0	_	_	-	_	_		
Wages and salaries	67.0	66.8	66.7	_	_	-	_	-		
Total benefits	33.0	33.2	33.3	_	_	-	_	-		
Paid leave		6.5	6.5	_	_	-	_	-		
Supplemental pay		4.3	4.2	_	_	-	_	-		
Insurance		9.1	9.1	_	_	-	_	-		
Retirement and savings		4.1	4.1	_	_	-	_	-		
Legally required benefits		9.0	9.0	_	_	-	-	-		
Other benefits ¹	.2	.3	.3	_	_	-	-	-		

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations in establishments with 100-499 workers

		Cost p	er hour	worked b	y year		
	20	02			20	03	
Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
¢10.61	¢20.33	\$20.50					
			_	_	_	_	_
			_	_	_	_	l _
			_	_	_	_	_
	.82	.82	_	_	_	_	_
1.72	1.79	1.83	_	_	_	_	_
.67	.73	.73	_	_	_	_	-
	1.92	1.94	_	_	_	_	-
.02	.02	.03	-	_	-	-	_
	Р	ercent of	total cor	npensati	on by yea	ar	
	20	02			20	03	
Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
			_	_	_	_	-
68.6			_	-	_	_	-
			_	_	_	_	-
	_	-	_	_	_	_	-
			_	_	_	_	_
			_	_	_	_	_
9.4	9.4	9.5	_	_	_	_	-
	\$19.61 13.46 6.15 1.12 .77 1.72 .67 1.84 .02 Mar. 100.0 68.6 31.4 5.7 3.9 8.8 8.3	Mar. Jun. \$19.61 \$20.33 13.46 6.15 6.15 6.43 1.12 1.15 .77 .82 1.72 1.79 .67 .73 1.84 1.92 .02 .02 Mar. Jun. 100.0 100.0 68.6 68.4 31.4 31.6 5.7 5.7 3.9 4.0 8.8 8.8 3.4 3.6	2002 Mar. Jun. Sep. \$19.61 \$20.33 \$20.50 13.46 13.90 13.99 6.15 6.43 6.51 1.12 1.15 1.16 .77 .82 .82 1.72 1.79 1.83 .67 .73 .73 1.84 1.92 1.94 .02 .02 .03 Percent of 2002 Mar. Jun. Sep. 100.0 100.0 100.0 68.6 68.4 68.2 31.4 31.6 31.8 5.7 5.7 5.7 3.9 4.0 4.0 8.8 8.8 8.8 3.4 3.6 3.6	2002 Mar. Jun. Sep. Dec.	Name	Mar. Jun. Sep. Dec. Mar. Jun. \$19.61 \$20.33 \$20.50 — — — 13.46 13.90 13.99 — — — 6.15 6.43 6.51 — — — 1.12 1.15 1.16 — — — 1.72 1.79 1.83 — — — .67 .73 .73 — — — 1.84 1.92 1.94 — — — .02 .02 .03 — — — Percent of total compensation by year 2002 20 20 Mar. Jun. Sep. Dec. Mar. Jun. 100.0 100.0 100.0 - — — — 68.6 68.4 68.2 - — — — 68.6 68.4 68.2 - — — — 31.4 31.6 31.8 - — — — 31.4 31.6 31.	2002 2003

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations in establishments with 500 or more workers

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$26.14	\$26.48	\$26.58					
Wages and salaries		17.20	17.25	_	_		_	_
Total benefits		9.29	9.33	_	_	_	_	
Paid leave		2.01	2.01	_	_	_	_	l _
Supplemental pay		1.20	1.21	_	_	_	_	_
Insurance		2.48	2.49	_	_	_	_	_
Retirement and savings		1.27	1.26	_	_	_	_	_
Legally required benefits		2.22	2.24	_	_	_	_	_
Other benefits ¹	.10	.10	.11	-	-	-	-	_
		F	ercent of	total cor	npensati	on by yea	ar	ı
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	-	_	_	_
Wages and salaries	65.0	65.0	64.9	_	-	-	_	-
Total benefits	35.0	35.1	35.1	_	-	_	_	-
Paid leave		7.6	7.6	_	_	_	_	_
Supplemental pay		4.5	4.6	_	_	_	_	-
Insurance		9.4	9.4	_	_	_	_	-
Retirement and savings		4.8	4.7	_	_	_	_	-
Legally required benefits Other benefits ¹		8.4	8.4	_	_	_	_	_
	.4	.4	.4	-	_	-		. –

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

Establishments with 1-99 workers in goods-producing¹ industries

			Cost p	er hour v	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$22.06	\$21.81	\$21.88	_	_	_	_	_	
Wages and salaries		15.52	15.51	_			_		
Total benefits		6.29	6.38	_	_	_			
Paid leave		1.01	1.03	_	_	_	_	_	
Supplemental pay	1	.79	.80	_	_	_	_	_	
Insurance		1.54	1.56	_	_	_	_	_	
Retirement and savings	.69	.65	.67	_	_	_	_	_	
Legally required benefits		2.28	2.30	_	_	_	_	_	
Other benefits ³		(2)	(2)	-	-	-	_	-	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	100.0	100.0	100.0	_	_	_	_	_	
Total compensation		100.0 71.2	100.0 70.9	_ _	-	-	_ _	_	
Total compensation	70.9		100.0 70.9 29.2	- - -		- - -	- - -	- - -	
Wages and salaries	70.9 29.1	71.2	70.9	- - -		- - -	- - -	- - -	
Wages and salaries Total benefits	70.9 29.1 4.7	71.2 28.8	70.9 29.2	- - - -		- - - -	- - - -	- - - -	
Wages and salaries Total benefits Paid leave	70.9 29.1 4.7 4.0	71.2 28.8 4.6	70.9 29.2 4.7	- - - -		- - - -	- - - - -	- - - -	
Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings	70.9 29.1 4.7 4.0 7.0 3.1	71.2 28.8 4.6 3.6	70.9 29.2 4.7 3.7	- - - -	- - - -	- - - -	- - - - - -	- - - - -	
Wages and salaries	70.9 29.1 4.7 4.0 7.0 3.1 10.2	71.2 28.8 4.6 3.6 7.1	70.9 29.2 4.7 3.7 7.1	-		-	- - - - - -	- - - - - -	

¹ Includes mining, construction, and manufacturing.
 ² Cost per hour worked is \$0.01 or less.
 ³ Includes severance pay and supplemental unemployment benefits.

Less than .05 percent.
 Data not available.

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Establishments with 100 or more workers in goods-producing ¹ industries

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		\$28.60 19.25	\$28.69 19.29	-	-	_	-	-
Wages and salaries Total benefits		9.35	9.39	_	_	_	_	_
Paid leave		2.17	2.17	_	_	_	_	_
Supplemental pay		1.27	1.29	_	_	_	_	_
Insurance	2.37	2.42	2.45	_	_	_	_	_
Retirement and savings		1.09	1.07	-	-	-	_	_
Legally required benefits	2.24	2.30	2.31	_	_	_	_	_
Other benefits ²	.09	.10	.11	_	_	_	_	-
		P	ercent of	total cor	mpensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		67.3	67.2	_	_	_	_	_
Total benefits		32.7	32.7	_	_	_	_	_
Paid leave	7.6	7.6	7.6	-	-	-	-	-
Supplemental pay		4.4	4.5	-	_	_	_	_
Insurance		8.5	8.5	-	_	_	_	_
Retirement and savings		3.8	3.7	_	_	_	_	_
Legally required benefits		8.0	8.1	_	_	_	_	_
Other benefits ²	.3	.3	.4	_	_	_	_	_

¹ Includes mining, construction, and manufacturing.
² Includes severance pay and supplemental unemployment benefits.

Data not available.

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Establishments with 100-499 workers in goods-producing¹ industries

			Cost p	er hour v	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	7.62	\$24.40 16.52 7.88	\$24.49 16.57 7.92	- - -	- - -	- - -	- - -	- - -
Paid leave Supplemental pay Insurance Retirement and savings	2.05 .80	1.56 1.19 2.13 .86	1.56 1.17 2.17 .85	- - -	- - -	- - -	- - -	- - -
Legally required benefits Other benefits ²	2.02	2.11 .03	2.12 .05 ercent of	total cor	– – mpensati	on by yea	_ _ ar	_
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	67.9 32.1 6.5 5.0 8.6 3.4 8.5	100.0 67.7 32.3 6.4 4.9 8.7 3.5 8.6	100.0 67.7 32.3 6.4 4.8 8.9 3.5 8.7		- - - - - -		- - - - - -	- - - - - -

¹ Includes mining, construction, and manufacturing.
² Includes severance pay and supplemental unemployment benefits.

Data not available.

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Establishments with 500 or more workers in goods-producing¹ industries

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensationWages and salaries		\$33.32 22.32	\$33.67 22.52	_	-	_	_	_
Total benefits	10.81	11.00	11.15	_	_	_	_	_
Paid leave	2.81	2.85	2.89	_	-	_	_	_
Supplemental pay	1.38	1.37	1.44	_	-	_	_	_
Insurance	2.71	2.76	2.77	_	-	_	_	_
Retirement and savings		1.34	1.32	-	-	-	_	_
Legally required benefits		2.51	2.55	_	-	_	_	_
Other benefits ²	.16	.16	.18	_	_	_	_	-
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0					
Wages and salaries		67.0	66.9	_	_	_	_	_
Total benefits	33.0	33.0	33.1				_	
Paid leave		8.6	8.6		_		_	_
Supplemental pay		4.1	4.3	_	_	_	_	_
Insurance		8.3	8.2	_	_	_	_	_
Retirement and savings		4.0	3.9	_	_	_	_	_
		7.5	7.6				l	l
Legally required benefits	0.1	1.5	0.1	_	_	_	_	_

¹ Includes mining, construction, and manufacturing.
² Includes severance pay and supplemental unemployment benefits.

Data not available.

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Establishments with 1-99 workers in service-producing 1 industries

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componentian	\$17.75	\$17.87	\$18.11					
Total compensation		13.60	13.77	_	_	_	_	_
Total benefits		4.27	4.34	_				
Paid leave		1.06	1.08	_	_	_	_	
Supplemental pay		.37	.37	_	_	_	_	_
Insurance		.95	.97	_	_	_	_	_
Retirement and savings		.36	.36	_	_	_	_	_
Legally required benefits		1.53	1.56	_	_	_	_	_
Other benefits ³	(2)	(2)	(2)	-	-	-	-	_
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
10tal 6011pc113ati011								
Wages and salaries		76.1	76.0	_	_	_	_	_
	76.1	76.1 23.9	76.0 24.0	_ _	_	_ _	_	_
Wages and salaries	76.1 23.9	-		- - -		- - -	- - -	- - -
Wages and salaries Total benefits	76.1 23.9 6.0 2.1	23.9	24.0	- - -		- - -	- - -	- - -
Wages and salaries Total benefits Paid leave Supplemental pay Insurance	76.1 23.9 6.0 2.1 5.2	23.9 5.9 2.1 5.3	24.0 6.0 2.0 5.4	- - - -		- - - -		- - - -
Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings	76.1 23.9 6.0 2.1 5.2 2.1	23.9 5.9 2.1 5.3 2.0	24.0 6.0 2.0 5.4 2.0	- - - -		- - - -		- - - -
Wages and salaries Total benefits Paid leave Supplemental pay Insurance	76.1 23.9 6.0 2.1 5.2 2.1 8.5	23.9 5.9 2.1 5.3	24.0 6.0 2.0 5.4	- - - - -		- - - - -		- - - - -

Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
 Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental transportations.

unemployment benefits.

Less than .05 percent.
 Data not available.

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Establishments with 100 or more workers in service-producing¹ industries

			,					
			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$24.54	\$24.67	\$24.79	_	_	_	_	_
Wages and salaries		17.86	17.91	_	_	_	_	_
Total benefits		6.81	6.88	_	_	_	_	_
Paid leave		1.81	1.81	_	_	_	_	_
Supplemental pay	.61	.60	.60	_	_	_	_	_
Insurance	1.62	1.66	1.69	_	_	_	_	_
Retirement and savings	.82	.80	.82	_	_	_	_	_
Legally required benefits	1.88	1.90	1.92	-	_	-	_	-
Other benefits ²	.03	.03	.04	-	-	-	-	-
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	_
Wages and salaries	72.4	72.4	72.2	_	_	_	_	_
Total benefits	27.6	27.6	27.8	_	_	_	_	_
Paid leave		7.3 2.4	7.3 2.4	_	_	_	_	-
Supplemental payInsurance	2.5 6.6	6.7	6.8	_	_	_	_	_
Retirement and savings		3.2	3.3					_
Legally required benefits		7.7	7.7	_		_		
Other benefits ²		1.1	.2					
Other benefits	''	''	۔۔	_	_		_	_

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
² Includes severance pay and supplemental unemployment benefits.

Data not available.

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Establishments with 100-499 workers in service-producing¹ industries

			Cost p	er hour v	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$21.38	\$21.64	\$21.55	_	_	_	_	_
Wages and salaries		15.96	15.86	_	_	_	_	_
Total benefits	5.60	5.68	5.70	_	_	_	_	_
Paid leave	1.44	1.46	1.43	_	-	_	-	_
Supplemental pay	.50	.50	.51	-	-	-	-	_
Insurance	1.34	1.38	1.39	_	-	_	-	-
Retirement and savings	.57	.56	.58	-	-	-	-	_
Legally required benefits	1.73	1.75	1.76	_	-	_	_	_
Other benefits ²	.02	.03	.03	_	_	_	_	_
		Р	ercent of	total cor	npensatio	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	Jun. 100.0	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Wages and salaries	100.0 73.8	100.0 73.8	100.0 73.6	Dec.	Mar.	Jun. – –	Sep.	Dec.
Wages and salaries Total benefits	100.0 73.8 26.2	100.0 73.8 26.2	100.0 73.6 26.5	Dec	Mar. - -	Jun. - - -	Sep	Dec
Wages and salaries Total benefits Paid leave	100.0 73.8 26.2 6.7	100.0 73.8 26.2 6.7	100.0 73.6 26.5 6.6	Dec	Mar. - - -	Jun. - - - -	Sep	Dec
Wages and salaries Total benefits Paid leave Supplemental pay	100.0 73.8 26.2 6.7 2.3	100.0 73.8 26.2 6.7 2.3	100.0 73.6 26.5 6.6 2.4	Dec.	Mar	Jun	Sep	Dec
Wages and salaries Total benefits Paid leave Supplemental pay Insurance	100.0 73.8 26.2 6.7 2.3 6.3	100.0 73.8 26.2 6.7 2.3 6.4	100.0 73.6 26.5 6.6 2.4 6.5	Dec.	Mar	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings	100.0 73.8 26.2 6.7 2.3 6.3 2.7	100.0 73.8 26.2 6.7 2.3 6.4 2.6	100.0 73.6 26.5 6.6 2.4 6.5 2.7		Mar	Jun	Sep.	Dec.
Wages and salaries Total benefits Paid leave Supplemental pay Insurance	100.0 73.8 26.2 6.7 2.3 6.3	100.0 73.8 26.2 6.7 2.3 6.4	100.0 73.6 26.5 6.6 2.4 6.5	Dec.	Mar	Jun	Sep.	Dec.

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
² Includes severance pay and supplemental unemployment benefits.

Data not available.

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Establishments with 500 or more workers in service-producing¹ industries

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componentian	\$28.60	\$28.52	\$28.84					
Total compensation		20.27	20.48	_	_	_	_	_
Total benefits		8.25	8.36	_	_	_	_	-
Paid leave		2.26	2.28					
Supplemental pay	_	.73	.73	_				
Insurance		2.02	2.06	_		_	_	_
Retirement and savings		1.10	1.13	_		_	_	l _
Legally required benefits		2.09	2.12	_	_	_	_	_
Other benefits ²	.04	.05	.05	-	-	-	_	_
		F	ercent of	total cor	npensati	on by yea	ar	l
		20	02			20	103	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		71.1	71.0	_	_	_	_	_
Total benefits		28.9	29.0	_	_	_	_	_
Paid leave		7.9	7.9	_	_	_	_	-
Supplemental pay		2.6	2.5	_	_	_	_	-
Insurance		7.1	7.1	_	_	_	_	-
Retirement and savings	4.0	3.9	3.9	_	-	_	_	-
Legally required benefits	7.3	7.3	7.4	_	-	_	_	-
	.1	.2	.2					

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
² Includes severance pay and supplemental unemployment benefits.

Data not available.

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

All workers

All Workers								
			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$24.84	\$24.81	\$24.98	_	_	_	_	_
Wages and salaries		18.15	18.25	_	_	_	_	_
Total benefits		6.66	6.73	_	_	_	_	_
Paid leave		2.08	2.11	_	_	-	_	_
Supplemental pay	.48	.48	.48	_	_	-	_	-
Insurance		1.55	1.56	-	_	-	_	-
Retirement and savings		.67	.69	_	_	-	_	-
Legally required benefits		1.86	1.88	_	_	-	_	-
Other benefits ²	(1)	(1)	(1)	_	_	-	_	_
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	-	_	-
Wages and salaries		73.2	73.1	_	_	-	_	-
Total benefits		26.8	26.9	_	_	-	_	-
Paid leave		8.4 1.9	8.4 1.9	_	_	_	_	_
Supplemental payInsurance		6.2	6.2	_	_	_	_	_
Retirement and savings	_	2.7	2.8	_			_	
Legally required benefits		7.5	7.5	_				
Other benefits ²		(3)	(3)	_	_	_	_	_
	` '	` '	` '			1		

 $^{^{1}}$ Cost per hour worked is \$0.01 or less. 2 Includes severance pay and supplemental unemployment benefits. 3 Less than .05 percent.

Data not available.

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty and technical occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
<u> </u>	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$35.30	\$35.53	\$35.84	_	_	_	_	_
Wages and salaries		26.03	26.26	_	_	_	_	_
Total benefits		9.50	9.59	_	_	_	_	_
Paid leave		3.35	3.39	_	_	-	_	_
Supplemental pay	77	.79	.79	_	_	-	_	-
Insurance	1.82	1.86	1.86	-	_	-	_	-
Retirement and savings		.95	.98	_	_	-	_	-
Legally required benefits Other benefits ²	2.50 (¹)	2.53 (¹)	2.55 (¹)	_ _	_	_	_	_
	Percent of total compensation by year							
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		73.3	73.3	_	_	-	_	_
Total benefits		26.7	26.8	_	_	-	_	-
Paid leave		9.4	9.5	_	-	-	_	-
Supplemental pay		2.2	2.2	-	_	-	_	-
Insurance		5.2	5.2	_	_	-	_	-
			. 27	_	1	I _	1	1
Retirement and savings		2.7	2.7		_	_	_	_
	7.1	7.1 (³)	7.1 (³)	_	_	_	_	_

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
'	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$42.86	\$42.99	\$43.27					
Wages and salaries		31.51	31.69	_	_	_	_	_
Total benefits		11.48	11.58		_	_	_	_
Paid leave		4.42	4.46		_	_	_	_
Supplemental pay	l	.89	.91	_	_	_	_	_
Insurance		2.03	2.02	_	_	_	_	-
Retirement and savings	1.24	1.23	1.27	_	_	_	_	_
Legally required benefits		2.90	2.91	_	_	_	_	-
Other benefits ²	.02	.02	(1)	_	_	_	_	_
		P	ercent of	total cor	npensati	on by yea	ar	•
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		73.3	73.2	_	_	_	_	_
Total benefits		26.7	26.8	_	_	_	_	_
Paid leave Supplemental pay		10.3 2.1	10.3 2.1	_	_	_	_	_
Insurance		4.7	4.7	_				
Retirement and savings		2.9	2.9	_			_	_
Legally required benefits		6.7	6.7	_	_	_	_	_
Other benefits ²		(3)	(3)		l	I	l	I

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Nurses

			Cost p	oer hour	worked b	y year		
Compensation component		20	02			20	03	
·	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensationWages and salaries		\$33.57 24.11	\$33.94 24.39	_ _	_ _	_ _	_ _	_ _
Total benefits Paid leave	9.34 2.84	9.46 2.86	9.55 2.88	_ _	_ _	_ _	_ _	_ _
Supplemental payInsurance	1.10 1.84	1.10 1.90	1.12 1.89	_ _	_ _	_ _	- -	_ _
Retirement and savings Legally required benefits Other benefits ²		.96 2.63 (¹)	.99 2.65 (¹)	ı	- - -	- - -	- - -	- - -
		F	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	71.8 28.2 8.6 3.3 5.6 3.0	100.0 71.8 28.2 8.5 3.3 5.7 2.9 7.8 (³)	100.0 71.9 28.1 8.5 3.3 5.6 2.9 7.8 (³)	- - - - - -	- - - - - -	- - - - - -	- - - - - -	- - - - - -

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Technical occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
•	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$23.53	\$23.80	\$24.23						
Wages and salaries		17.42	17.77	_	_	_	_	_	
Total benefits		6.37	6.47	_	_	_	_	_	
Paid leave		1.67	1.72	_	_	_	_	_	
Supplemental pay	.61	.63	.61	_	_	_	_	-	
Insurance		1.60	1.62	_	-	-	_	-	
Retirement and savings		.51	.52	_	-	-	_	-	
Legally required benefits Other benefits ²	1.95	1.96 (¹)	1.99 (¹)	_ _	_	_ _	_	_	
		Percent of total compensation by year							
		20	02			20	103		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	100.0	100.0	100.0	_	_	_	_	_	
Wages and salaries		73.2	73.3	_	_	l _	_	l _	
Total benefits		26.8	26.7	_	_	_	_	_	
		7.0	7.1	_	_	_	_	_	
Paid leave		2.6	2.5	_	l _	l _	l _	l –	
Paid leave Supplemental pay	2.6	2.0			I	ı			
Supplemental payInsurance	6.7	6.7	6.7	-	_	_	_	_	
Supplemental payInsuranceRetirement and savings	6.7	6.7 2.1	6.7 2.1	- -	- -	- -	- -	_	
Supplemental payInsurance	6.7 2.1 8.3	6.7	6.7	- - -	- - -	- - -	- - -	- - -	

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Administrative support, including clerical occupations

			Cost p	er hour v	worked b	y year		
Compensation component		20	02			20	03	
·	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$16.55	\$16.39	\$16.34					
Wages and salaries		11.96	11.91	_	_		_	_
Total benefits	4.52	4.43	4.43	_	_	_	_	_
Paid leave	1.10	1.06	1.05	_	_	_	_	_
Supplemental pay	.23	.22	.22	_	_	_	_	_
Insurance	1.41	1.39	1.40	_	_	_	_	-
Retirement and savings	.50	.48	.48	_	-	_	_	-
Legally required benefits Other benefits ²	1.29 (¹)	1.27 (¹)	1.28 (¹)	_	_	_	_	_
			ercent of	total cor	mpensati		ar 03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²		100.0 73.0 27.0 6.5 1.3 8.5 2.9 7.7 (³)	100.0 72.9 27.1 6.4 1.3 8.6 2.9 7.8 (³)			- - - - -	- - - - - -	- - - - - -

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	9.93 3.72 .81 .29 1.10 .30	\$13.68 9.94 3.74 .81 .29 1.12 .29 1.22 (1)	\$13.79 10.03 3.76 .82 .29 1.12 .30 1.23 (¹)	11111111		1111111	- - - - - -	- - - - - -
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	72.7 27.3 5.9 2.1 8.1 2.2 8.9	100.0 72.7 27.3 5.9 2.1 8.2 2.1 8.9 (³)	100.0 72.7 27.3 5.9 2.1 8.1 2.2 8.9 (³)				- - - - - -	

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$26.99	\$27.36	\$27.70	_	_	_	_	
Wages and salaries	19.09	19.33	19.57	_	_	_	_	_
Total benefits	7.90	8.03	8.13	_	_	_	_	l _
Paid leave		2.30	2.34	_	_	_	_	_
Supplemental pay		.78	.79	_	_	_	_	_
Insurance	2.05	2.07	2.09	_	_	_	_	l –
Retirement and savings	.78	.79	.81	_	_	_	_	_
Legally required benefits	2.03	2.07	2.09	_	_	_	_	-
Other benefits ¹	.02	.02	.02	-	-	-	-	-
		F	ercent of	total cor	npensati	on by yea	year	
	2002 2003							
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		70.7	70.6	_	-	-	_	-
Total benefits	29.3	29.3	29.4	_	-	-	_	-
Paid leave		8.4	8.4	_	-	_	_	-
Supplemental pay		2.9	2.9	_	-	_	_	-
Insurance		7.6	7.5	_	-	_	_	-
Retirement and savings		2.9	2.9	-	-	_	_	-
Legally required benefits		7.6	7.5	_	-	_	_	-
Other benefits ¹	.1	.1	.1	_	-	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty and technical occupations

		Cost per hour worked by year								
Compensation component		20	02			20	03			
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	\$33.11	\$33.53	\$34.01	_	_	_	_	_		
Wages and salaries		23.93	24.25	_	_	_	_	_		
Total benefits		9.61	9.76	_	_	_	_	l –		
Paid leave		2.88	2.93	_	_	_	_	-		
Supplemental pay	1.09	1.12	1.13	_	_	-	_	-		
Insurance		2.13	2.16	_	_	-	_	-		
Retirement and savings		.94	.98	_	_	-	_	_		
Insurance	2.47 (¹)	2.52 .02	2.55 (¹)	_ _	_	_	_	_		
		F	ercent of	total cor	npensati	tion by year				
		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec		
Total compensation	100.0	100.0	100.0							
Wages and salaries		71.4	71.3							
Total benefits		28.7	28.7	_	_	_	_	_		
Paid leave		8.6	8.6	_	_	_	_	_		
Supplemental pay		3.3	3.3	_	_	-	_	_		
Insurance	6.4	6.4	6.4	_	_	-	_	-		
Retirement and savings		2.8	2.9	_	_	-	_	-		
					1	I	1	1		
Legally required benefits Other benefits ²		7.5 .1	7.5 (³)	_	_	-	-	_		

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty occupations

			Cost p	oer hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.		Dec.
Total compensation	\$36.64	\$37.09	\$37.61	_	_	_	_	
Wages and salaries		26.60	26.95	_	_	_	_	_
Total benefits		10.48	10.66	_	_	_	_	_
Paid leave		3.25	3.30	ı	_	_	_	_
Supplemental pay	1.18	1.21	1.23	_	_	_	_	-
Insurance		2.16	2.20	-	_	_	_	-
Retirement and savings		1.09	1.13		_	_	_	-
Legally required benefits	2.70	2.75	2.79	-	_	_	_	-
Other benefits ²	.02	.02	(1)	_	_	_	_	_
		Р	ercent of	f total cor	npensati	on by yea	ar	
	2002 2003							
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	-	_	_	_	-
Wages and salaries		71.7	71.7	-	_	_	_	-
Total benefits		28.3	28.3	-	_	_	_	-
Paid leave		8.8	8.8	-	_	_	_	-
Supplemental pay		3.3	3.3	-	_	_	_	-
Insurance		5.8	5.8 3.0	_	_	_	_	-
Retirement and savingsLegally required benefits		2.9 7.4	7.4	_	_	_	_	_

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Nurses

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
<u>'</u>	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$35.54	\$35.98	\$36.51					
Wages and salaries		25.64	26.00	_	_	_	_	_
Total benefits	10.25	10.34	10.52	_	_	_	_	_
Paid leave	3.15	3.18	3.21	_	_	_	_	_
Supplemental pay		1.32	1.35	_	_	_	_	_
Insurance	2.08	2.09	2.12	_	_	_	_	_
Retirement and savings		1.03	1.07	_	_	_	_	_
Legally required benefits		2.71	2.75	_	_	_	_	_
Other benefits ²	(1)	.02	(1)	-	_	-	-	-
		F	ercent of	total cor	npensati	on by yea	ar	
	2002 2003							
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries	71.2	71.3	71.2	_	_	_	_	_
Total benefits	28.8	28.7	28.8	_	-	_	_	_
Paid leave		8.8	8.8	-	_	_	_	_
Supplemental pay	3.7	3.7	3.7	-	_	-	-	-
Insurance	5.9	5.8	5.8	_	_	_	-	-
Retirement and savings		2.9	2.9	-	_	-	-	-
Legally required benefits		7.5	7.5	_	_	-	-	-
Other benefits ²	(3)	.1	(3)	_	_	_	-	_

Data not available.

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Technical occupations

			Cost p	er hour	worked b	y year							
Compensation component		20	02			20	03						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.					
Total compensation	\$24.67	\$24.96	\$25.39	_	_	_	_	_					
Wages and salaries		17.47	17.79	_	_	_	_	_					
Total benefits		7.49	7.60	_	_	_	_	-					
Paid leave	1.95	1.98	2.03	_	_	-	_	-					
Supplemental pay	.87	.89	.89	_	_	-	_	-					
Insurance		2.04	2.06	_	_	-	_	-					
Retirement and savings		.59	.62	_	_	-	_	-					
Legally required benefits	1.92	1.96	1.99	_	_	-	_	-					
Other benefits ²	(1)	.02	.02	_	_	_	 	-					
		P	ercent of	total cor	npensati	on by yea		•					
		2002 2003											
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.					
Total compensation		100.0	100.0	_	_	-	_	-					
Wages and salaries		70.0	70.1	_	_	-	_	-					
Total benefits		30.0	29.9	_	_	-	_	_					
Paid leave		7.9 3.6	8.0 3.5	_	_	_	_	-					
Supplemental payInsurance		8.2	8.1	_	_	_	_	-					
Retirement and savings		2.4	2.4	_		_	_						
					-	-	_	-					
Legally required benefits	7.8	7.9	7.8	_	I —	I —	_	_					

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Administrative support, including clerical occupations

			Cost p	er hour	worked b	y year					
Compensation component		20	02			20	03				
'	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.			
Total componenties	\$18.05	\$18.29	\$18.39								
Total compensation		12.46	12.50	_	_	_	_	_			
Total benefits	5.73	5.83	5.89	_	_	_	_	_			
Paid leave		1.42	1.45				_	l			
Supplemental pay		.36	.37	_	_	_	_	l _			
Insurance		2.09	2.10	_	_	_	_	l _			
Retirement and savings		.60	.60	_	_	_	_	l _			
Legally required benefits		1.34	1.36	_	_	_	_	l –			
Other benefits ²		(1)	(1)	_	-	-	-	_			
		F	ercent of	total cor	npensati	on by yea	year				
		20	02			20	03				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.			
Total compensation	100.0	100.0	100.0	_	_	_	_	-			
Wages and salaries		68.1	68.0	_	_	_	_	-			
Total benefits		31.9	32.0	_	_	_	_	-			
Paid leave	7.9	7.8	7.9	-	_	-	_	-			
Supplemental pay	2.0	2.0	2.0	_	_	_	_	-			
Insurance		11.4	11.4	_	-	_	-	-			
Retirement and savings		3.3	3.3	_	_	-	-	-			
Legally required benefits	7.4	7.3	7.4	-	_	-	-	-			
Other benefits ²	(3)	(3)	(3)	l	I	l	I	I			

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service occupations

Col vioc cocapations										
			Cost p	oer hour	worked b	y year				
Compensation component		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	\$15.65	\$15.91	\$16.05	_	_	_	_	_		
Wages and salaries		10.73	10.82	_	_	_	_	_		
Total benefits		5.18	5.22	_	_	_	_	_		
Paid leave		1.10	1.13	_	_	_	_	_		
Supplemental pay	.41	.42	.43	-	_	_	_	_		
Insurance		1.93	1.92	ı	_	_	_	_		
Retirement and savings		.40	.42		_	_	_	_		
Legally required benefits Other benefits ²		1.31 (¹)	1.33 (¹)	_	_	_	_	_		
		F	ercent of	total cor	npensati	on by yea				
		20	02			ensation by year 2003				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	100.0	100.0	100.0	_	_	_	_	_		
Wages and salaries		67.4	67.4	_	_	_	_	_		
Total benefits		32.6	32.5	-	_	_	_	_		
Paid leave		6.9	7.0	-	_	_	-	_		
Supplemental pay		2.6	2.7	-	_	_	_	_		
Insurance		12.1	12.0 2.6	-	_	_	_	_		
Retirement and savings Legally required benefits		2.5 8.2	2.6 8.3	_	_	_	_	_		
Other benefits ²		(³)	(³)	_	_	_	_	_		

Data not available.

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$16.05	\$16.27	\$16.35	_	_	_	_	_	
Wages and salaries		12.04	12.14	_	_	_	_	_	
Total benefits	4.14	4.23	4.21	_	_	_	_	_	
Paid leave	1.08	1.09	1.11	_	_	_	_	_	
Supplemental pay		.39	.39	_	_	_	_	_	
Insurance		1.00	.96	_	_	_	_	-	
Retirement and savings	.21	.22	.22	_	_	_	_	-	
Legally required benefits		1.52	1.52	_	_	-	_	-	
Other benefits ²	(1)	(1)	(1)	-	-	-	-	-	
	Percent of total compensation by year								
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	100.0	100.0	100.0	_	_	_	_	-	
Wages and salaries		74.0	74.3	_	_	-	_	-	
Total benefits	25.8	26.0	25.7	_	_	_	_	-	
Paid leave		6.7	6.8	_	_	_	_	-	
Supplemental pay		2.4	2.4	_	-	-	-	-	
Insurance		6.1	5.9	_	-	-	-	-	
Retirement and savings		1.4	1.3	_	_	_	_	-	
Legally required benefits		9.3	9.3	-	_	_	_	-	
Other benefits ²	(3)	(3)	(3)	_	-	-	-	-	

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty and technical occupations

		Cost per hour worked by year								
Compensation component		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	\$23.54	\$23.90	\$24.05	_	_	_	_	_		
Wages and salaries		17.85	18.08	_	_	_	_	_		
Total benefits		6.05	5.97	_	_	_	_	_		
Paid leave		1.62	1.66	_	_	_	_	_		
Supplemental pay	.69	.69	.70	_	_	_	_	_		
Insurance	1.15	1.18	1.04	_	_	-	_	_		
Retirement and savings		.35	.36	_	-	_	_	-		
Legally required benefits Other benefits ²	2.17 (¹)	2.21 (¹)	2.20 (¹)	_ _	_	_ _	_	_		
		P	ercent of	ercent of total compensation by year						
		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec		
Total compensation	100.0	100.0	100.0	_	_	_	_	_		
Wages and salaries		74.7	75.2	_	_	_	_	_		
Total benefits		25.3	24.8	_	_	_	_	_		
Paid leave		6.8	6.9	_	_	_	_	_		
Supplemental pay		2.9	2.9	_	_	_	_	-		
	4.9	4.9	4.3	_	-	_	-	-		
Insurance				l	1	I	I	l		
Insurance Retirement and savings		1.5	1.5	_	_	_	_	_		
	9.2	1.5 9.2 (³)	1.5 9.1 (³)	_	_	_	_	_		

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty occupations

			Cost p	er hour	worked b	y year					
Compensation component		20	02			20	03				
•	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.			
Total compensation	\$27.03	\$27.35	\$27.24								
Wages and salaries		20.31	20.49	_	_	_	_	_			
Total benefits		7.04	6.75	_	_	_	_	_			
Paid leave		1.99	2.03	_	_	_	_	_			
Supplemental pay	l	.69	.71	_	_	_	_	_			
Insurance		1.42	1.09	_	_	_	_	_			
Retirement and savings	.44	.45	.46	_	-	-	_	_			
Legally required benefits	2.45	2.49	2.46	_	_	_	_	_			
Other benefits ²	ofits 2.45 2.49 2.46 - - - - -	_									
		F	ercent of	total cor	npensati	on by yea	y year				
		20	02			20	03				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.			
Total compensation		100.0	100.0	_	-	-	_	_			
Wages and salaries		74.3	75.2	_	_	_	_	_			
Total benefits		25.7	24.8	_	_	_	_	_			
Paid leave		7.3 2.5	7.5 2.6	_	_	_	_	_			
Supplemental payInsurance	_	2.5 5.2	4.0	_	_						
Retirement and savings		1.6	1.7	_	_						
Legally required benefits		9.1	9.0	_	_	_	_	_			

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Technical occupations

			Cost p	er hour	worked b	y year							
Compensation component		20	02			20	03						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.					
Total compensation	\$20.70	\$21.04	\$21.39	_	_	_	_	_					
Wages and salaries	15.55	15.82	16.07	_	_	_	_	_					
Total benefits		5.22	5.32	_	_	_	_	-					
Paid leave	1.28	1.31	1.36	_	_	-	_	-					
Supplemental pay		.69	.69	_	_	-	_	-					
Insurance	.96	.98	1.01	_	-	-	_	-					
Retirement and savings		.27	.29	_	_	-	_	-					
Retirement and savings Legally required benefits Other benefits ²	1.94 (¹)	1.97 (¹)	1.98 (¹)	_	_	_	_	_					
	Percent of total compensation by year												
		20	02			20	03						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.					
Total compensation	100.0	100.0	100.0	_	_	_	_	_					
Wages and salaries		75.2	75.1	_		_	_	_					
Total benefits		24.8	24.9	_	_	_	_	_					
Paid leave		6.2	6.4	_	_	_	_	_					
Supplemental pay		3.3	3.2	_	_	-	_	-					
Insurance		4.7	4.7	_	_	-	_	-					
Retirement and savings	1.3	1.3	1.4	_	_	-	_	-					
Legally required benefits	9.4	9.4	9.3	_	l –	l –	l –	l –					
Other benefits ²	(3)	(3)	(3)		l	ı							

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service occupations

COLVIDO COCUPATIONO								
			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$12.22	\$12.37	\$12.46	_	_	_	_	_
Wages and salaries		9.04	9.12	_	_	_	_	_
Total benefits		3.33	3.34	_	_	_	_	_
Paid leave		.75	.76	_	_	_	_	_
Supplemental pay	.32	.32	.33	_	_	_	_	_
Insurance		.89	.88		-	_	_	_
Retirement and savings		.16	.16		-	_	_	_
Legally required benefits Other benefits ²		1.20 (1)	1.20 (¹)	_	_	_	_	_
	Percent of total compensation by year 2002 2003							
			02					
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ²	73.3 26.7 6.1 2.6 7.0 1.2 9.7	100.0 73.1 26.9 6.1 2.6 7.2 1.3 9.7 (³)	100.0 73.2 26.8 6.1 2.6 7.1 1.3 9.6 (³)	-		-	- - - - - -	

Cost per hour worked is \$0.01 or less.
 Includes severance pay and supplemental unemployment benefits.
 Less than .05 percent.

Data not available.

Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$34.42	\$34.86	\$34.89	_	_	_	_	_
Wages and salaries		22.82	22.87	_	_	_	_	_
Total benefits	11.94	12.04	12.02	_	_	_	_	_
Paid leave		2.97	2.98	_	_	_	_	_
Supplemental pay		1.97	1.98	_	_	_	_	_
Insurance		2.99	2.96	_	_	_	_	-
Retirement and savings	1.03	1.03	1.00	_	_	_	_	-
Legally required benefits	2.81	2.83	2.84	_	_	_	_	_
Other benefits ¹	.24	.24	.26	-	-	-	-	-
		F	ercent of	total cor	npensati	on by yea	ar	ı
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		65.5	65.5	_	_	_	_	-
Total benefits	34.7	34.5	34.5	_	_	_	_	-
Paid leave		8.5	8.5	_	_	_	_	-
Supplemental pay		5.7	5.7	_	_	_	_	-
Insurance		8.6	8.5	_	_	_	_	-
Retirement and savings		3.0	2.9	_	_	_	_	-
Legally required benefits Other benefits ¹		8.1 .7	8.1 .7	_	_	_	_	-
Other benefits'	./	./	./	_	_	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

White-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$45.30	\$46.04	\$46.36	_	_	_	_	_
Wages and salaries		32.16	32.37	_	_	_	_	_
Total benefits	13.73	13.88	14.00	_	_	_	_	_
Paid leave		4.50	4.54	_	_	_	_	_
Supplemental pay		1.33	1.32	_	_	_	_	l –
Insurance		3.25	3.25	_	_	_	_	_
Retirement and savings	1.31	1.33	1.33	_	_	_	_	_
Legally required benefits	3.22	3.28	3.34	_	_	_	_	-
Other benefits ¹	.18	.18	.22	_	_	_	_	-
		F	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		69.9	69.8	_	-	-	_	-
Total benefits	30.3	30.1	30.2	_	-	_	_	-
Paid leave		9.8	9.8	_	-	_	_	-
Supplemental pay		2.9	2.8	_	-	_	_	-
Insurance		7.1	7.0	_	-	_	_	-
Retirement and savings		2.9	2.9	_	_	_	_	-
Legally required benefits		7.1	7.2	_	_	_	_	-
Other benefits ¹	.4	.4	.5	_	-	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Professional specialty and technical occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$46.58	\$46.98	\$47.53	_	_	_	_	_	
Wages and salaries		32.41	32.84	_	_	_	_	l _	
Total benefits	14.48	14.57	14.68	_	_	_	_	_	
Paid leave		4.90	4.96	_	_	_	_	l –	
Supplemental pay		1.11	1.07	_	_	_	_	l –	
Insurance		3.58	3.53	_	_	_	_	_	
Retirement and savings	1.30	1.32	1.32	_	_	_	_	-	
Legally required benefits	3.42	3.46	3.55	_	_	_	_	-	
Other benefits ¹	.21	.20	.26	_	-	-	_	-	
		F	Percent of total compensation by year						
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec	
Total compensation	100.0	100.0	100.0	_	_	_	_	-	
Wages and salaries		69.0	69.1	_	_	_	_	-	
Total benefits	31.1	31.0	30.9	_	-	-	_	-	
Paid leave		10.4	10.4	_	_	_	_	-	
Supplemental pay		2.4	2.3	_	_	_	-	-	
Insurance		7.6	7.4	_	_	_	-	-	
Retirement and savings		2.8	2.8	_	_	_	_	-	
Legally required benefits		7.4	7.5	-	_	_	_	-	
Other benefits ¹	.5	.4	.5	-	I –	-	-	I –	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Executive, administrative, and managerial occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$58.62	\$59.63	\$59.84	_	_	_	_	_
Wages and salaries		43.66	43.71	_	_	_	_	
Total benefits		15.97	16.13	_	_	_	_	_
Paid leave		5.39	5.36	_	_	_	_	_
Supplemental pay	2.21	2.13	2.19	_	_	_	_	_
Insurance	2.83	2.85	2.94	_	_	_	_	_
Retirement and savings		1.59	1.59	-	-	-	_	_
Legally required benefits	3.73	3.81	3.84	_	-	_	_	_
Other benefits ¹	.19	.20	.22	_	_	_	_	_
		Р	ercent of	total cor	npensati	on by yea	ar	•
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	_
Wages and salaries	73.0	73.2	73.0	_	_	_	_	_
Total benefits		26.8	27.0	_	_	_	_	_
Paid leave		9.0 3.6	9.0 3.7	_	_	_	_	_
Supplemental payInsurance		3.6 4.8	3.7 4.9	_	_	_	_	_
	4.0			_	_	_	_	_
	27	1 27						
Retirement and savings Legally required benefits		2.7 6.4	2.7 6.4	_	_		_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$29.03	\$29.39	\$29.27	_	_	_	_	_
Wages and salaries	17.95	18.24	18.22	_	_	_	_	_
Total benefits		11.15	11.05	_	_	_	_	_
Paid leave		2.21	2.21	_	_	_	_	_
Supplemental pay		2.30	2.31	_	_	_	_	_
Insurance	2.85	2.87	2.81	_	_	_	_	_
Retirement and savings	.90	.88	.84	_	_	_	_	_
Legally required benefits	2.62	2.62	2.61	_	_	_	_	_
Other benefits ¹	.27	.27	.27	_	_	_	_	-
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries		62.1	62.2	_	_	_	_	_
Total benefits	38.1	37.9	37.8	_	-	-	_	_
Paid leave		7.5	7.6	_	-	-	_	_
Supplemental pay		7.8	7.9	-	_	_	_	_
Insurance		9.8	9.6	-	_	_	_	_
Retirement and savings		3.0	2.9	_	_	_	-	_
Legally required benefits	9.0	8.9	8.9	_	_	_	_	_
Other benefits ¹	.9	.9	.9	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Service occupations

			Cost	per hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$24.74	\$27.10	\$29.66	_	_	_	_	_
Wages and salaries		16.95	18.16	_	_	_	_	_
Total benefits		10.15	11.50	_	_	_	_	_
Paid leave		2.51	2.60	_	_	_	_	_
Supplemental pay		1.43	1.78	_	_	_	_	_
Insurance		2.82	3.33	_	_	_	_	_
Retirement and savings		.92	1.02	_	_	_	_	_
Legally required benefits		2.24	2.46	_	_	_	_	_
Other benefits ¹		.24	.30	_	-	-	-	-
		F	ercent of	f total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	-	_	_	_	_
Wages and salaries	62.6	62.5	61.2	-	_	_	_	_
Total benefits		37.5	38.8	-	_	_	_	_
Paid leave	8.9	9.3	8.8	-	_	_	_	_
Supplemental pay	5.1	5.3	6.0	-	_	_	_	_
Insurance		10.4	11.2	-	_	_	_	_
Retirement and savings		3.4	3.4	-	_	_	_	_
Legally required benefits		8.3	8.3	-	_	_	_	_
Other benefits ¹	.8	.9	1.0	_	_	_	_	_

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 21. Private industry, aircraft manufacturing (SIC 3721), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$41.75	\$41.98	\$42.23	_	_	_	_	_
Wages and salaries		27.90	28.06	_	_	_	_	_
Total benefits		14.08	14.18	_	_	_	_	_
Paid leave		3.83	3.88	_	_	_	_	_
Supplemental pay		1.78	1.79	_	_	_	_	-
Insurance		3.58	3.60	_	_	_	_	_
Retirement and savings	1.41	1.46	1.47	_	_	_	_	-
Legally required benefits	3.20	3.20	3.22	_	_	_	_	-
Other benefits ¹	.22	.22	.23	-	-	-	-	-
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		66.5	66.4	_	_	_	_	-
Total benefits		33.5	33.6	_	-	_	_	-
Paid leave		9.1	9.2	_	_	_	_	-
Supplemental pay		4.2	4.2	_	_	_	_	-
Insurance		8.5	8.5	-	_	_	_	_
Retirement and savings		3.5	3.5	-	_	_	_	-
Legally required benefits Other benefits ¹		7.6 .5	7.6 .5	_	_	_	_	-
Other penelity	.5	د. ا	.5	_	_	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 21. Private industry, aircraft manufacturing (SIC 3721), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

White-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ¹	30.64 14.34 4.36 1.28 3.60 1.56	\$45.15 30.68 14.47 4.37 1.27 3.68 1.60 3.33 .23	\$45.17 30.67 14.50 4.37 1.27 3.69 1.60 3.33 .23	l	- - - - - -	- - - - - -	- - - - - -	- - - - - - -
	Percent of total compensation by year 2002 2003							
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation Wages and salaries Total benefits Paid leave Supplemental pay Insurance Retirement and savings Legally required benefits Other benefits ¹	68.1 31.9 9.7 2.8 8.0 3.5 7.3	100.0 68.0 32.0 9.7 2.8 8.2 3.5 7.4	100.0 67.9 32.1 9.7 2.8 8.2 3.5 7.4	- - - - - - -	- - - - - - -	- - - - - -	- - - - - - -	- - - - - - -

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 21. Private industry, aircraft manufacturing (SIC 3721), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$36.56	\$37.02	\$37.57	_	_	_	_	_
Wages and salaries		23.59	23.91	_	_	_	_	_
Total benefits		13.44	13.66	_	_	_	_	_
Paid leave		2.98	3.07	_	_	_	_	_
Supplemental pay		2.60	2.65	_	_	_	_	_
Insurance		3.39	3.43	_	_	_	_	_
Retirement and savings	1.15	1.23	1.23	_	_	_	_	_
Legally required benefits	3.06	3.03	3.06	_	_	_	_	-
Other benefits ¹	.21	.21	.22	_	-	_	_	-
	Percent of total compensation by year							
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		63.7	63.6	_	_	_	_	-
Total benefits		36.3	36.4	_	-	_	_	-
Paid leave		8.0	8.2	_	_	_	_	-
Supplemental pay		7.0	7.1	_	_	_	_	-
Insurance		9.2	9.1	_	_	_	_	-
Retirement and savings		3.3	3.3	_	_	_	_	-
Legally required benefits Other benefits ¹		8.2 .6	8.1	_	_	_	_	-
Other penelits	٥.	٥. ا	.6	_	_	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 22. Private industry, public utilities (SICs 48 and 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003

			Cost p	er hour	worked b	y year		
Compensation component		20	02			20	03	
al compensation	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total componentian	\$34.19	\$34.41	\$35.03					
		23.10	23.39		_		_	_
Total hanafite	11.44	11.31	11.64					
	3.17	3.23	3.31	_	_	_	_	_
		1.48	1.51	_	_	_	_	_
Insurance	2.52	2.88	2.95	_	_	_	_	_
	1.63	1.17	1.25	_	_	_	_	_
		2.43	2.51	_	_	_	_	_
Other benefits ¹	.11	.12	.11	-	_	-	-	-
	Percent of total compensation by year							
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	100.0	100.0	100.0	_	_	_	_	_
Wages and salaries	66.5	67.1	66.8	_	_	_	_	_
Total benefits	33.5	32.9	33.2	_	-	_	_	_
Paid leave	9.3	9.4	9.4	_	-	_	_	_
Supplemental pay		4.3	4.3	_	_	_	-	-
Insurance	7.4	8.4	8.4	-	_	_	_	_
Retirement and savings		3.4	3.6	-	_	-	-	_
Legally required benefits		7.1	7.2	-	_	-	-	-
Other benefits ¹	.3	.3	.3	I –	_	I –	I –	I –

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 22. Private industry, public utilities (SICs 48 and 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

White-collar occupations

			Cost p	er hour	worked b	y year		
Compensation component		20	02	2003				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$34.71	\$34.72	\$35.07	_	_	_	_	_
Wages and salaries		23.62	23.76	_	_	_	_	_
Total benefits		11.10	11.31	_	_	_	_	_
Paid leave		3.17	3.21	_	_	_	_	_
Supplemental pay		1.52	1.53	_	_	_	_	_
Insurance		2.80	2.86	_	_	_	_	-
Retirement and savings	1.69	1.06	1.15	_	_	_	_	-
Legally required benefits	2.39	2.40	2.42	_	_	_	_	_
Other benefits ¹	.13	.14	.14	-	-	-	-	-
		P	ercent of	total cor	npensati	on by yea	ar	ı
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		68.0	67.8	_	_	-	_	-
Total benefits		32.0	32.2	_	_	_	_	-
Paid leave		9.1	9.2	_	_	_	_	-
Supplemental pay		4.4	4.4	_	_	_	_	-
Insurance		8.1	8.2	_	-	_	_	-
Retirement and savings		3.1	3.3	_	_	_	_	-
Legally required benefits		6.9	6.9	_	_	_	_	-
Other benefits ¹	.4	.4	.4	_	_	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 22. Private industry, public utilities (SICs 48 and 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02	2003					
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$33.80	\$34.45	\$35.21	_	_	_	_	_	
Wages and salaries		22.55	22.88	_	_	_	_	_	
Total benefits		11.90	12.33	_	_	_	_	l _	
Paid leave		3.41	3.52	_	_	_	_	_	
Supplemental pay		1.45	1.50	_	_	_	_	_	
Insurance		3.08	3.12	_	_	_	_	-	
Retirement and savings		1.39	1.43	_	_	_	_	_	
Legally required benefits	2.45	2.50	2.68	_	_	_	_	-	
Other benefits ¹	.07	.08	.07	-	-	-	-	-	
		F	ercent of	total cor	npensati	on by yea	ar		
		20	02		2003				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	_	_	-	
Wages and salaries		65.5	65.0	_	-	-	_	-	
Total benefits		34.5	35.0	_	-	_	_	-	
Paid leave		9.9	10.0	_	-	_	_	-	
Supplemental pay		4.2	4.3	_	-	_	_	-	
Insurance		8.9	8.9	_	-	_	_	-	
Retirement and savings		4.0	4.1	_	_	_	_	-	
Legally required benefits		7.3	7.6	_	_	_	_	-	
Other benefits ¹	.2	.2	.2	_	-	_	_	-	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 22. Private industry, communications (SIC 48), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

			Cost p	er hour	worked b	y year		
Compensation component		20	02	2003				
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation	\$33.60	\$33.54	\$33.95	_	_	_	_	_
Wages and salaries		22.89	23.09	_	_	_	_	_
Total benefits		10.66	10.86	_	_	_	_	_
Paid leave		3.15	3.22	_	_	_	_	l –
Supplemental pay		1.37	1.38	_	_	_	_	-
Insurance		2.74	2.78	_	_	_	_	_
Retirement and savings	1.65	.96	1.02	_	_	_	_	-
Legally required benefits	2.31	2.33	2.36	_	_	_	_	-
Other benefits ¹	.10	.11	.11	-	-	-	-	-
		P	ercent of	total cor	npensati	on by yea	ar	
		20	02			20	03	
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Total compensation		100.0	100.0	_	_	_	_	-
Wages and salaries		68.2	68.0	_	_	_	_	-
Total benefits		31.8	32.0	_	_	_	_	-
Paid leave		9.4	9.5	_	_	_	_	-
Supplemental pay		4.1	4.1	_	_	_	_	-
Insurance		8.2	8.2	_	_	_	_	-
Retirement and savings		2.9	3.0	_	_	_	_	-
Legally required benefits Other benefits ¹		6.9	7.0	_	_	_	_	-
Other benefits'	.3	.3	.3	_	_	_	_	-

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 22. Private industry, communications (SIC 48), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

White-collar occupations

	Cost per hour worked by year									
Compensation component		20	02		2003					
· 	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	\$33.77	\$33.49	\$33.70	_	_	_	_	_		
Wages and salaries	22.71	23.13	23.20	_	_	_	_	_		
Total benefits		10.36	10.50	_	-	-	_	_		
Paid leave	2.98	3.02	3.05	_	_	_	_	_		
Supplemental pay	1.68	1.37	1.36	_	_	_	_	_		
Insurance		2.62	2.66	_	_	_	_	_		
Retirement and savings		.93	1.01	_	_	_	_	_		
Legally required benefits Other benefits ¹		2.30	2.31	_	_	_	_	_		
Other benefits ·		.12		_	_	_	_	_		
		P	ercent of	total cor	npensati	on by yea				
		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total componentian	100.0	100.0	100.0							
Total compensation		69.1	68.8	_	_	_	_	_		
Total benefits		30.9	31.2	_	_	_	_	-		
Paid leave		9.0	9.1				_	_		
Supplemental pay		4.1	4.0	_	_	_	_	_		
Insurance		7.8	7.9	_	_	_	_	_		
Retirement and savings	5.2	2.8	3.0	_	_	_	_	_		
Legally required benefits		6.9	6.9	-	_	_	_	_		
Other benefits ¹	.3	.4	.3	-	-	-	-	-		

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 22. Private industry, communications (SIC 48), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

			Cost p	er hour	worked b	ked by year				
Compensation component		20	02	2003						
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	\$33.28	\$33.85	\$34.80	_	_	_	_	_		
Wages and salaries		22.38	22.95	_	_	_	_	_		
Total benefits	11.17	11.47	11.86	_	_	_	_	_		
Paid leave		3.51	3.69	_	_	_	_	_		
Supplemental pay		1.37	1.44	_	_	_	_	_		
Insurance		3.06	3.07	_	_	_	_	_		
Retirement and savings	1.33	1.03	1.05	_	_	_	_	-		
Legally required benefits	2.34	2.40	2.51	_	_	_	_	-		
Other benefits ¹	.09	.10	.10	_	_	_	_	-		
		F	ercent of	total cor	npensati	on by yea	ar	ı		
		20	02			20	Jun. Sep. De			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation		100.0	100.0	_	-	_	_	-		
Wages and salaries		66.1	65.9	_	_	_	_	-		
Total benefits	33.6	33.9	34.1	_	-	-	_	-		
Paid leave		10.4	10.6	_	-	-	_	-		
Supplemental pay		4.0	4.1	_	-	_	-	-		
Insurance		9.0	8.8	_	-	_	-	-		
Retirement and savings		3.0	3.0	_	-	_	_	-		
Legally required benefits		7.1	7.2	_	-	_	_	-		
Other benefits ¹	.3	.3	.3	_	_	_	_	-		

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 22. Private industry, electric, gas, and sanitary services (SIC 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

			Cost p	er hour	worked b	y year				
Compensation component		20	02			20	03			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation	\$35.35	\$36.05	\$37.07							
Wages and salaries		23.51	23.96				_			
Total benefits		12.54	13.11	_		_				
Paid leave		3.38	3.48	_	_	_	_	_		
Supplemental pay		1.70	1.77	_	_	_	_	_		
Insurance		3.14	3.28	_	_	_	_	_		
Retirement and savings	1.58	1.58	1.67	_	_	_	_	_		
Legally required benefits		2.62	2.78	_	_	_	_	_		
Other benefits ¹	.12	.13	.13	-	-	-	-	-		
		Р	ercent of	total cor	npensati	on by yea	ar			
		20	02			2003				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Total compensation		100.0	100.0	_	_	_	_	_		
Wages and salaries		65.2	64.6	_	-	_	-	_		
Total benefits		34.8	35.4	_	_	_	_	_		
Paid leave		9.4	9.4	_	_	_	_	_		
Supplemental pay		4.7	4.8	_	_	_	_	_		
Insurance		8.7	8.8	_	_	_	_	_		
Retirement and savings		4.4	4.5	_	_	_	_	_		
Legally required benefits		7.3	7.5	_	_	_	-	_		
Other benefits ¹	.3	.4	.4							

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 22. Private industry, electric, gas, and sanitary services (SIC 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

White-collar occupations

			Cost p	er hour	worked b				
Compensation component		20	02			20	03		
'	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total componentian	\$37.52	\$38.19	\$38.83						
Total compensation Wages and salaries		25.00	25.29	_	_	_	_	_	
Total benefits	12.80	13.19	13.54	_	_	_	_	_	
Paid leave		3.59	3.66	_		_		_	
Supplemental pay		1.94	2.01	_	_	_	_	l _	
Insurance		3.32	3.41	_	_	_	_	_	
Retirement and savings		1.44	1.52	_	_	_	_	_	
Legally required benefits		2.69	2.72	_	_	_	_	_	
Other benefits ¹	.20	.21	.21	-	-	-	-	_	
		F	ercent of	total cor	npensati	on by yea	ar		
		20	02		20	n by year			
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	100.0	100.0	100.0	_	_	_	_	_	
Wages and salaries		65.5	65.1	_	_	_	_	-	
Total benefits		34.5	34.9	_	_	_	_	-	
Paid leave	9.5	9.4	9.4	-	_	-	_	-	
Supplemental pay	4.7	5.1	5.2	_	_	_	_	-	
Insurance		8.7	8.8	_	-	_	-	-	
Retirement and savings		3.8	3.9	-	_	-	_	-	
Legally required benefits		7.0	7.0	-	_	-	-	-	
Other benefits ¹	.5	l .5	.5	_	I –	l _	I –	I —	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.

Table 22. Private industry, electric, gas, and sanitary services (SIC 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 2002-2003 -- Continued

Blue-collar occupations

			Cost p	er hour	worked b	y year			
Compensation component		20	02		2003				
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation	\$34.32	\$35.11	\$35.63	_	_	_	_	_	
Wages and salaries		22.73	22.81	_	_	_	_	_	
Total benefits		12.38	12.82	_	_	_	_	_	
Paid leave		3.30	3.34	_	_	_	_	_	
Supplemental pay	1.50	1.54	1.56	_	_	_	_	_	
Insurance	2.92	3.10	3.18	_	_	_	_	_	
Retirement and savings	1.75	1.79	1.83	_	_	_	_	_	
Legally required benefits	2.55	2.60	2.86	-	-	-	_	_	
Other benefits ¹	.05	.05	.05	-	-	-	-	-	
		P	ercent of	total cor	npensati	on by yea	ar		
		20	02			20	03		
	Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Total compensation		100.0	100.0	_	_	_	_	_	
Wages and salaries	65.0	64.7	64.0	_	_	_	_	_	
Total benefits		35.3	36.0	_	_	_	_	_	
Paid leave	9.4	9.4	9.4	_	_	_	_	_	
Supplemental pay	4.4	4.4	4.4	_	_	_	_	_	
Insurance		8.8	8.9 5.1	_	_	_	_	_	
Retirement and savings		5.1 7.4		_	_	_	_	_	
Legally required benefits Other benefits ¹	.1	.1	8.0 .1	_	_	_	_	_	
Other penellis ·		.'	.'	_	_	_	_	_	

 ¹ Includes severance pay and supplemental unemployment benefits.
 Data not available.